CONTENTS.

Page.

SECTION I.—Note by the Sub-Committee, Bengal 1

SECTION II.—Note by the Departmental Member, Bengal 6

Tabular Statements showing the existing Organization and Constitution of the Police Department, Bengal 7

Further Note by the Departmental Member 9

SECTION III.—Sittings at Calcutta—

Witness No. I.—Examination of the Hon'ble Sir Henry Harrison, c.s., kt., Commissioner of Police, Calcutta 11

Witness No. II.—Examination of Lieutenant-Colonel W. L. N. Knyvett, Senior Deputy Inspector General of Police, Bengal ... 13

Witness No. III.—Examination of H. W. J. Bamber, Esq., District Superintendent of Police, 1st Grade 16

Witness No. IV.—Examination of E. M. Showers, Esq., Assistant Inspector General, Government Railway Police 18

Witness No. V.—Examination of Babu Jadub Chunder Deb, District Superintendent of Police, Bengal 19

Witness No. VI.—Examination of H. C. Clogstoun, Esq., Officiating District Superintendent of Police ... ... ib.

Witness No. VII.—Examination of Babu Brojendra Nath Chatterji, Inspector of Police, 2nd Grade, Calcutta Force 20

Witness No. VIII.—Examination of J. J. B. Coles, Esq., Principal, Doveton College, Calcutta 21

Witness No. IX.—Examination of C. A. Samuells, Esq., b.c.s., Collector of Customs, Calcutta 22

Witness No. X.—Examination of Revd. A. W. Atkinson, Principal, Martinière College, Calcutta ... ... ib.

SECTION IV.—Written Evidence—

No. I.—H. G. Cooke, Esq., c.s., Magistrate of Purnea ... 24

No. II.—W. E. Peterson, Esq., Inspector of Police, Bankipore 25

No. III.—Babu Mohendra Nath Hazra, District Superintendent of Police, Khulna, Jessore 27

No. IV.—W. J. Kilby, Esq., District Superintendent of Police, Rungpur 28

No. V.—J. B. Birch, Esq., District Superintendent of Police, Shahabad 30

No. VI.—A. H. Giles, Esq., District Superintendent of Police, Burdwan 31

No. VII.—F. Wyer, Esq., c.s., Magistrate of Dacca 33

No. VIII.—F. S. Barrow, Esq., c.s., Officiating Magistrate and Collector, Furreedpore 34

No. IX.—A. W. B. Power, Esq., c.s., Magistrate, Shahabad ... 35

No. X.—W. B. Oldham, Esq., c.s., Magistrate, Burdwan ... 36

No. XI.—E. V. Westmacott, Esq., c.s., Magistrate, Howrah ... 37

No. XII.—R. H. Wilson, Esq., c.s., Officiating Commissioner, Burdwan 40

No. XIII.—Babu Shoshi Bhusan Bose, Inspector of Police, Khulna 42

No. XIV.—H. Munro, Esq., Assistant Inspector General, Government Railway Police 43

SECTION I.—Note by the Sub-Committee, North-Western Provinces and Oudh ... 47

SECTION II.—Note by the Departmental Member, North-Western Provinces and Oudh, with Annexures 53

Tabular Statement showing the existing Organization and Constitution of the Police Department, North-Western Provinces and Oudh 57

PAGE.

SECTION III.—Sittings at Allahabad—

Witness No. I.—Examination of E. Berrill, Esq., Assistant Inspector General, Government Railway Police 58

Witness No. II.—Examination of Sidney Smith, Esq., District Superintendent of Police, Cawnpore 59

SECTION IV.—Written Evidence—

No. I.—R. Hobart, Esq., c.s., Inspector General of Police, North-Western Provinces 60

No. II.—T. W. Porter, Esq., c.s., Magistrate, Allahabad ... 64

No. III.—W. Kaye, Esq., c.s., Commissioner, Jhansi Division ... 66

No. IV.—W. Irvine, Esq., c.s., Magistrate, Saharanpur ... 68

SECTION I.—Note by the Sub-Committee, Punjab 69

SECTION II.—Note by the Departmental Member 73

Tabular Statement showing the existing Organization and Constitution of the Police Department, Punjab 75

Police Rules, Chapters XLIII and XXI 77

SECTION III.—Sittings at Lahore—

Witness No. I.—Examination of J. McAndrew, Esq., Deputy Inspector General of Police, Lahore 81

Witness No. II.—Examination of Turton Smith, Esq., District Superintendent of Police, 1st Grade 83

Witness No. III.—Examination of Lala Amolak Ram, Munsif, Lahore 84

Witness No. IV.—Examination of J. P. Warburton, Esq., District Superintendent of Police, 2nd Grade ... ... *ib.*

Witness No. V.—Examination of Mian Sher Singh, Assistant District Superintendent of Police, 2nd Class, 1st Grade ... 85

Witness No. VI.—Examination of Mian Amar Singh, Inspector of Police, 1st Grade 86

Witness No. VII.—Examination of H. Williams, Esq., Inspector of Police, 3rd Grade ... ... *ib.*

Witness No. VIII.—Examination of S. Meakins, Esq., Inspector of Police, 2nd Grade ... ... *ib.*

SECTION IV.—Written Evidence—

No. I.—Colonel W. G. Waterfield, Commissioner, Peshawar ... 88

No. II.—W. Clark, Esq., c.s., Deputy Commissioner, Lahore ... 89

No. III.—E. O'Brien, Esq., c.s., Deputy Commissioner, Delhi ... 90

No. IV.—Major J. B. Hutchinson, Deputy Commissioner, Multan 91

No. V.—Memorandum by J. McAndrew, Esq., Deputy Inspector General of Police, Lahore Circle 92

SECTION I.—Note by the Sub-Committee, Bombay 95

SECTION II.—Memorandum from the Government of Bombay furnishing the information asked for by the Sub-Committee in regard to the Police Department, Bombay 106

Tabular Statement showing the existing Organization and Constitution of the Police Department, Bombay 109

Rules for the Examination of Police Probationers on first appointment to the Assistant Superintendent Grade ... 110

SECTION III.—Sittings at Bombay—

Witness No. I.—Examination of Joseph Bocarro, Esq., Representative of the East Indian Association of Bombay 115

Sittings at Poona—

Witness No. II.—Examination of A. Keyser, Esq., District Magistrate, Thana 116

Witness No. III.—Examination of W. Lee-Warner, Esq., c.s., Magistrate and Collector, Poona 117

Witness No. IV.—Examination of Colonel W. H. Wilson, Bo.s.c., District Superintendent of Police, Poona 121

Digitized with financial assistance from

Shri Brihad Bhartiya Samaj

on 31 October, 2019

PAGE.

SECTION III.—Sittings at Poona—*contd.*

Witness No. V.—Examination of Solomon A. Kyte, Esq., Inspector, City Police 122

Witness No. VI.—Examination of R. H. Vincent, Esq., District Superintendent of Police, Ahmednagar 123

Witness No. VII.—Examination of Dhanjisha Dadabhai, Esq., Assistant Superintendent of Police, Thana ... ... *ib.*

Witness No. VIII.—Examination of Gunpat Mulhar Bokad Mahadeo Kuti, Esq., Inspector of Police, 2nd Grade, Satara ... 124

Witness No. IX.—Examination of S. H. Chiplonkar, Esq., Resident of Poona 125

SECTION I.—Note by the Sub-Committee, Madras 129

SECTION II.—Letter from the Hon'ble H. E. Stokes, Esq., Acting Chief Secretary to the Government of Madras, to the President of the Sub-Committee, with Annexure 142

Letter from Colonel C. A. Porteous, Acting Inspector General of Police and Departmental Member, Madras, to the Chief Secretary to the Government of Madras 143

Tabular Statement showing the existing Organization and Constitution of the Police Department, Madras 145

Note by the Departmental Member ... ... *ib.*

Further Note by the Departmental Member 149

Tabular Statement giving names and other particulars of Gentlemen Inspectors in the Force 150

Annexures to the Departmental Member's Note ... ... *ib.*

Extract from a letter, dated 6th September 1887, from the Departmental Member on points referred to in the Oral Evidence ... 158

SECTION III.—Sittings at Madras—

Witness No. I.—Examination of T. Ramachandra Rao, Esq., Assistant Commissioner of Police, Madras 159

Witness No II.—Examination of Shaik Abdus Saalam, Manager of the Office of the Commissioner of Police, Madras ... *ib.*

Witness No. III.—Examination of Venayagam Mudaliyar, Esq., Manager, Chief Office of the Inspector General of Police, Madras 161

Witness No. IV.—Examination of G. Subramania Aiyar, Esq., Editor of the "Hindu" ... ... *ib.*

Witness No. V,—Examination of S. D. Simpson, Esq., Assistant Superintendent and Acting Deputy Commissioner of Police, Madras 163

Witness No VI.—Examination of J. A. Paczensky, Esq., Inspector, Salt Department 164

Witness No. VIII.—Examination of W. B. Leonard, Esq., Inspector of Police, 1st Grade 165

Witness No. VIII.—Examination of H. M. Upshon Esq., Inspector of Police, 1st Grade 167

Witness No. IX.—Examination of Lieutenant-Colonel W. H. St. A. Wilton, District Superintendent of Police, 2nd Grade, Cuddapah 168

Witness No. X.—Examination of Narayanswami Chettiar, Esq., Pleader and Municipal Councillor, Vellore 170

SECTION IV.—Written Evidence—

No. I.—E. Johnson, Esq., c.s., District Magistrate, Chingleput... 171

No. II.—G. MacWatters, Esq., c.s., District Magistrate, Salem ... 172

No. III.—J. Lee-Warner, Esq., c.s., District Magistrate, Tinnevelly *ib.*

No. IV.—H. M. Winterbotham, Esq., c.s., District Magistrate, Bellary 174

No. V.—W. Logan, Esq., c.s., District Magistrate, Malabar ... 175

No. VI.—W. H. Glenny, Esq., c.s., District Magistrate, North Arcot 177

No. VII.—H. G. Turner, Esq., c.s., District Magistrate, Vizagapatam 178

No. VIII.—J. G. Horsfall, Esq., c.s., District Magistrate, Ganjam ... 180

Page.

SECTION I.—Note by the Sub-Committee on the Police Department of the Central Provinces 183

SECTION II.—Information supplied to the Sub-Committee by the Central Provinces Administration 188

Tabular Statement showing the existing Organization and Constitution of the Police Department in the Central Provinces ... 192

SECTION III.—*Nil.*

SECTION IV.—Written Evidence—

No. I.—Lindsay Neill, Esq., c.s., Officiating Commissioner, Nagpur 199

No. II.—Colonel H. C. E. Ward, Minister, Bhopal State ... 200

No. III.—J. W. Chisholm, Esq., c.s., Commissioner, Central Provinces 202

No. IV.—S. Ismay, Esq., c.s., Officiating Deputy Commissioner, Nagpur 204

No. V.—Lieutenant-Colonel R. M. Boyce Thomas, Deputy Commissioner, Raipur 205

No. VI.—R. H. Hamilton, Esq., District Superintendent of Police, Jabalpur 206

No. VII.—Colonel H. A. Hammond, District Superintendent of Police, Nimar, Central Provinces 207

SECTION I.—Note by the Sub-Committee on the Police Department, Assam ... 211

SECTION II.—Information supplied to the Sub-Committee by the Assam Government 212

Tabular Statement showing the existing Organization and Constitution of the Department in Assam 213

Note, dated May 1883, on the Reorganization of the Police Department in Assam by C. A. Elliott, Esq., Commissioner of Assam, and Annexures 215

Note by Mr. Elliott on the Reorganization of the Frontier Police, with Annexures 225

SECTION I.—Note by the Sub-Committee on the Police Department in the Hyderabad Assigned Districts 235

SECTION II.—Information supplied by the Administration 237

Tabular Statement showing the existing Organization and Constitution of the Police Department in the Hyderabad Assigned Districts 239

Members of the Sub-Committee.

BENGAL—

The Hon'ble Romesh Chunder Mitter.*
The Hon'ble J. W. Quinton, C.S., C.S.I.
The Hon'ble Maulvi Abdul Jubbar.
W. H. Ryland, Esq.
J. C. Veasey, Esq., *Departmental Member.*
Sir Charles Turner, KT., C.I.E., *President.*

NORTH-WESTERN PROVINCES AND OUDH—

The Hon'ble J. W. Quinton, C.S., C.S.I.
Joshua Clarke, Esq.
R. Hobart, Esq., C.S., *Departmental Member.*
Sir Charles Turner, KT., C.I.E., *President.*

PUNJAB—

The Hon'ble J. W. Quinton, C.S., C.S.I.
Colonel O. Menzies, *Departmental Member.*
Sir Charles Turner, KT., C.I.E., *President.*

BOMBAY—

The Hon'ble J. W. Quinton, C.S., C.S.I.*
The Hon'ble Khan Bahadur Kazi Shahbudin, C.I.E.
Rao Bahadur Krishnaji Lakshman Nulkar.
J. F. Fernandez, Esq.
Lieutenant-Colonel F. J. Wise, *Departmental Member.*
Sir Charles Turner, KT., C.I.E., *President.*

MADRAS—

The Hon'ble J. W. Quinton, C.S., C.S.I.*
Salem Ramaswami Mudaliyar, Esq., B.A., B.L.
Khan Bahadur Mohamed Ishaq.
D. S. White, Esq.
Colonel C. A. Porteous, *Departmental Member.*
Sir Charles Turner, KT., C.I.E., *President.*

CENTRAL PROVINCES—

No sittings held.

ASSAM—

No sittings held.

BERAR—

No sittings held.

---

* Prevented from attending

ERRATA.

POLICE DEPARTMENT.

Page *8,* Statement B, read "*172*" as the number of Head Constables in the 1st grade, instead of "*177.*"

" *9,* 18th line from the bottom, alter the figures "*23,712*" to "*23,056.*"

" *60,* 15th line from the bottom, for "*Deputy*" read "*District.*"

" *167,* Righthand column, 25th line from the top, omit the sign (?) of interrogation after the word "*purple.*"

PROCEEDINGS

OF

THE SUB-COMMITTEE,

PUBLIC SERVICE COMMISSION.

BENGAL.

Police.

Section I.—Note by the Sub-Committee.

Bengal.

Police.

Section I.

The Police Department in the Bengal Presidency is organized on the system prescribed by Act V of 1861, which was based on the recommendations of a strong Committee assembled in Calcutta to consider the question of Police reorganization. Previous to that period the whole Police Force, officers included, consisted of Natives of India, headed in each district by the District Magistrate, who in his turn was subject to the control of the Commissioner of the Division and the Local Government. Each district had its own Police, and the highest officer next to the Magistrate was the Thanadar, or Daroga, whose pay was very small, and whose duties were confined to the local jurisdiction of his Police station. The system had given rise to serious abuses, and was from time to time the subject of official enquiries, and condemned in whole or in part. The total break-up of the District Police organization in Upper India during the Mutiny forced the subject on the attention of Government, and resulted in the reorganization of the Police in accordance with the enactment above referred to. The Act constituted the entire Police establishment under a Local Government the Police Force formally enrolled. The superintendence of this Force was vested in the Local Government and its administration in an Inspector General and Deputy and Assistant Inspectors General. In each district the administration was vested in a District Superintendent, and such Assistant District Superintendents as might be deemed necessary, subject to the general control and direction of the Magistrate of the district. The powers of appointment, dismissal, and punishment of the inferior Police officers were vested in the superior Police officers mentioned above under rules to be sanctioned from time to time by the Local Government.

The orders of the Government of India of 18th April 1879, prohibiting the appointment of any person other than a Native of India to an office carrying a salary of Rs. 200 or upwards without the previous sanction of the Governor General in Council in each case, do not apply to the Police Department, though a hope was expressed at the time that it might be possible to appoint Natives more freely to its higher offices. The organization of the Force and the questions respecting it referred to the Sub-Committee will now be considered for each Local Government separately.

LOWER PROVINCES OF BENGAL.

The total strength of the Police Force on the 1st of April 1887 was 23,056. The superior officers were: one Inspector General on R2,500; two Deputy Inspectors General on R1,500; 51 District Superintendents, divided into five grades, on pay ranging from R500 to R1,000; and 58 Assistant District Superintendents in three grades on pay ranging from R250 to R400. In these numbers are included District Superintendents and Assistant District Superintendents employed in Assam.

The Inspector General and Deputy Inspectors General are Europeans not domiciled in India. Of the 51 District Superintendents, 44 belong to that class, 5 are Europeans domiciled in India, 1 is a Eurasian, and 1 a Hindu. Of 58 Assistant District Superintendents, 47 are non-domiciled Europeans, 5 are Europeans domiciled in India, 4 are Eurasians, and 2 are Hindus.

The Inspector Generalship is now held by a Covenanted Civilian. After the reorganization of the Force, officers of the old Bengal Army or of the Staff Corps were largely employed. The services of an unusually large number of such officers were then available owing to the mutiny of the Bengal Army. They have, however, gradually died out, and there are now left in the Force only five officers of the Staff Corps. All the other superior Police officers are Uncovenanted.

Entrance to the superior grades is practically obtained through that of Assistant District Superintendent only. Nominations to this grade are made by the Lieutenant-Governor. No educational qualification test is applied, and no examination is held for admission to the service. After appointment the gentlemen nominated are required to pass departmental examinations and in two vernacular languages. They must present themselves for examination every half-year, and are not eligible for promotion or the charge of a district until they have passed by both standards. A rule that both examinations must be passed within two years, which formerly existed, is no longer strictly adhered to.

Promotions were formerly made under exceptional circumstances to Assistant District Superintendentships from the grade of Inspector; but no such promotion has been made for the past four years. The Hindu District Superintendent above referred to and two Hindu Assistant District Superintendents and two of the non-domiciled European Assistants were so promoted. Young men from England nominated by the Lieutenant-Governor now obtain most of these appointments. Opinions vary on the working of this system and as to what mode of appointment should be substituted for it. Before giving a summary of the evidence on this point, it will be well to note the requirements essential for efficient service in the Department.

Mr. Veasey, the Officiating Inspector General, states these to be generally good health, integrity, industry, common sense, observance of discipline, and, in the higher ranks, a good education. Mr. Clogstoun says that temper and habit of command are required, to which may probably be added energy, physical and mental. A District Superintendent is the commandant of a force as numerous as an ordinary regiment, and must possess all the qualifications necessary for the maintenance of discipline in such a body, and capacity to exercise judiciously and fairly the large amount of patronage which belongs to this office.

Of the witnesses examined orally, Colonel Knyvett, Deputy Inspector General, and Mr. Samuells, C.S., think that the present system of appointment answers well; the former would, however, subject the nominees to a medical examination; and the latter considers that the men appointed are distinctly athletic, though possibly somewhat deficient in educational requirements. Messrs. Bamber, Showers, and Clogstoun, Police officers, are satisfied with the present system; and Babu Jadub Chunder Deb, Assistant District Superintendent, would make no change beyond requiring nominees before appointment to pass a qualifying examination of the nature of the present departmental examination. In case of two or more candidates when qualifications were equal, this witness would have a competitive examination between them. Sir Henry Harrison, Commissioner of the Calcutta Police, the superior officers of which are appointed from the Bengal Police, is opposed to the present system, and considers that a better source of supply is available in the country.

Besides examining witnesses orally, the Sub-Committee sent printed questions to several District Magistrates and Police officers of experience, whom it would have been inconvenient to summon to Calcutta. Their replies on this point may be thus summarized.

Messrs. Wilson, Barrow, Power, Oldham, and Cooke, District Magistrates or ex-District Magistrates, and Messrs. Giles, Munro, Peterson, and Babus Mohendro Nath Hazra and Shoshi Bhusan Bose, Police officers, think that the present system of recruitment of Assistant District Superintendents does not secure as good men as might be secured for the service; while Messrs. Wyer and Westmacott, District Magistrates, and Kilby and Birch, District Superintendents, see no need for changing it.

The objections urged against the present system are that the men obtained by it show deficiency in the following respects. There being no educational test, gross incompetence is not excluded, and some officers never become efficient, while it takes others from 2 to 6 years to reach a moderate standard of efficiency. The young men from their ignorance of the language and habits of the people are necessarily at first of little or no use, and are wanting in detective ability, which they seldom acquire fully afterwards. They are said to show little inclination to remedy these deficiencies and to be averse to study. The stimulus afforded by the departmental examinations after appointment is not effectual, as the rule which made passing within 2 years obligatory is not now enforced; and according to one witness, Mr. Giles, District Superintendent, those who cannot pass get exempted sooner or later. Although some of these young men turn out very efficient officers, the general average of efficiency is below what it should be, which is not a matter of surprise, as the system gives only young men who are unable to pass competitive examinations in England.

Opinions as to the method of recruitment for Assistant District Superintendents to be substituted for the present system.

Most of the officers consulted are averse to making promotion from the grade of Inspector the ordinary method of recruitment for the office of Assistant District Superintendent, though they would approve of occasional promotions from that grade in cases of exceptional merit. It is urged that men who pass through the lower grades of the Force are not up to the standard of education required in the superior officers, and that they would be too old by the time they reached the top of the Inspector's list for efficient service in the higher grades, especially when, as at present, nearly every Assistant District Superintendent holds charge of a district for a portion of the year.

Mr. R. H. Wilson, C.S., would reserve every third vacancy for Inspectors. Mr. Oldham, C.S., would promote only from Inspectors, or rather would admit young men by an examination test, and require them to undergo a probation as Inspectors, Sub-Inspectors, and even Head Constables. He would admit Native youths to the subordinate Police with the express prospect of becoming Inspectors, and then Assistant District Superintendents. The qualifications required would be respectable character, standing and circumstances, good physique, as well as intelligence and education, to be tested by competitive examination.

Mr. Peterson, Inspector, recommends recruitment for Assistant District Superintendents from the grade of European and Eurasian Inspectors. This method would necessitate, in the first instance, the appointment of Inspectors from a different class of men, who would join on the present terms with the prospects of promotion to a higher grade.

For direct admission to the grade of Assistant District Superintendents, Babu Mohendro Nath Hazara recommends "appointment through the door of competitive examination, which can only secure the best men." Sir Henry Harrison would not give a decided opinion as to the adoption of even a limited competition without knowing the conditions. Mr. R. H. Wilson, c.s., considered that competition would not do, because the qualities required in the police are not those which an examination could test, and, at all events among Bengalis, the young men who would shine most in an examination are not those who would make the best Police officers. A system of combined nomination and competition would be better, but would be open in a less degree to the same objection. He recommended on the whole that, if the field be confined to Natives of India in the wide sense, nomination pure and simple, followed by a period of probation, would give better results than any other system. This, with the important exception of the field of selection which will be afterwards considered, is really the present system, and commends itself to most of the witnesses. Mr. A. W. B. Power, c.s., recommends competitive examinations among selected candidates for each vacancy, marks being given for physical qualifications. Mr. A. H. Giles, District Superintendent, would offer Police appointments to the rejected candidates for the higher paid grades of the Civil Service. Mr. H. F. Barrow, c.s., would take men from the Subordinate Executive Service, *i.e.*, Deputy Collectors; and Mr. Munro, Assistant Inspector General of Railway Police, would give the appointments to the sons of meritorious Police officers or other Government servants after they had undergone a training in the office of a District Superintendent.

The next point for consideration is the field of selection.

As above stated, this is at present confined to the young men imported from England, a system the results of which are not considered satisfactory by the majority of witnesses; and the question is whether it should not be enlarged by a freer admission of Natives of India in the Statutory sense, *i.e.*, domiciled Europeans, Eurasians, and Natives of unmixed Asiatic descent. The numbers of each of these classes employed as superior officers in the Police is so small that no safe general conclusions can be drawn from the opinion of the witnesses founded on experience of the efficiency or inefficiency of individuals. So far as it goes, it is not on the whole unfavorable. The reasons given for the opinions expressed are based on other grounds.

As regards domiciled Europeans and Eurasians, there is a large preponderance of evidence in favor of the view that the Calcutta educational institutions, and the Hill School at Darjeeling turn out annually a number of young men well qualified to become Assistant District Superintendents and in time District Superintendents, in no respect inferior, and in some respects superior, to those obtained by the present system. The advantages claimed for this source of recruitment are, first, that it will obtain on the spot young men acquainted with the language and habits of the people, who will qualify as efficient officers in a much shorter time than the majority of those now brought out from England, and ultimately take a greater interest in, and develope greater aptitude for, Police work in India. The proposal is thus supported on the grounds of economy as well as of efficiency.

Mr. R. Wilson, 20 years' service, for 10 years Magistrate of a district, who has also acted as Secretary to the Government of Bengal, and was, at the time of this inquiry, officiating as Commissioner of Burdwan, writes that the Assistant District Superintendents obtained from England are "some of them efficient—a few of them decidedly so; but the majority are deficient in seriousness and intelligence, while young men educated in this country possess a decided advantage in this respect, and for police purposes labour under no counterbalancing inferiority." Sir Henry Harrison, c.s., Commissioner of Police, Calcutta, considers that qualified Assistant District Superintendents are to be obtained among the boys who attend the Martinière and Doveton Colleges, and is convinced that there is equally good material for Police officers to be found in them and in St. Xavier's College and,the Hill school with that now imported from England. He would discourage all recruitment from England, and thus relieve the Lieutenant-Governor from the pressure now brought to bear on him to provide for the relatives of his friends who have failed to get employment at home. Mr. Giles, District Superintendent of Police, Burdwan, who has served for 24 years in the Force and in 20 districts of Bengal, knew only two domiciled European District Superintendents; they were efficient in every respect, rather above the average than otherwise. Of the Eurasians, his experience was not so favorable. He writes—

> *Cæteris paribus*, young men educated in this country, whether Europeans, Eurasians or Natives, certainly become efficient sooner than young men from England. They are already well acquainted with the language and customs of the people, and it is the attainment of this knowledge that young men from England find so difficult. In the case of pure Europeans (I speak only of the class from which Assistant District Superintendents are likely to be drawn) the disadvantage of being educated in this country is quite counterbalanced by the advantages. In the case of Eurasians this is hardly so; their surroundings are usually different.

Colonel Knyvett, Deputy Inspector General, Messrs. Samuells, Cooke, and Oldham, c.s., and Mr. Peterson, all accept or support the principle; and Messrs. Atkinson and Coles, the Principals of the La Martinière and Doveton Colleges, gave evidence respecting the training, intellectual and physical, and the general qualifications of the boys educated at these institutions, and pointed with justifiable pride to the respectable, and in some cases distinguished, positions in the other branches of the public service and the learned professions held by their old pupils.

Bengal.
Police.
Section I.

The witnesses who are in favor of retaining the present system are generally inclined to consider that recruitment from domiciled Europeans and Eurasians would give officers inferior in capacity.

On the recruitment of superior officers from pure Asiatics, opinions vary. First may be quoted the remarks of the Inspector General on the subject generally —

> "As regards the comparative capacity evinced by the different classes for rendering efficient service, it may be said roughly that it diminishes as the scale ascends. It is much easier to enlist a man likely to turn out well as a Constable than it is to find one who has in him the making of a good Sub-Inspector; while a good Inspector not trained in the Department is a rare occurrence. The reason I take to be that as education advances, dislike to physical exertion and conceited impatience of control, always qualities to be eradicated, alike increase, and that in a service like the Police these defects cannot be passed over. As regards races, the Bengali is constitutionally unfitted for bearing arms, and is in like manner not to be depended on for night work. So well is this known and acted upon, that all Bengal districts contain a reserve of Beharis for guard and escort duty. As an investigating officer, the Bengali is probably more acute and more persevering than his Behar comrade, but he does not attempt to maintain discipline, is deplorably lax in all matters of drill and accoutrements, and has no control whatever over up-country Constables. At all desk-work he is, of course, excellent, but his capabilities as a Police officer are limited to the extent described, and his inability to learn to ride constitutes a further and serious drawback. The Oriya is an inferior type of the Bengali, admissible only because for official purposes he is still allowed a language and written character of his own; and the Chota Nagpur Aborigine furnishes bad material, because not sufficiently civilized."

Sir Henry Harrison says:

> "I think that in general there is a marked distinction between the type of mind of Europeans and Natives which of course reproduces itself in their work. I mean to say that a Native is very good at office work, at detection work, and at accounts, and very good in following out any system which does not require initiative. He is not good at out-door work as a rule. A European is differently constituted."

The witness added that up-country Hindus and Mahomedans showed more aptitude for out-door work than Bengalis. As regards Calcutta, he would not restrict the choice of men for the office of Superintendent further than what the nature of the work required. It would, in his opinion, generally be found that three-fourths should be Europeans, unless exceptionally good men (Natives) were obtainable. Under new arrangements, by which the Commissionership of Police is to be separated from the Chairmanship of the Municipality, Sir Henry Harrison sees no objection to the Deputy Commissioner of the Calcutta Police being a Native as the Commissioner will then be holding the reins in his own hands, and the Deputy Commissioner will have chiefly the office work, the supervision of accounts, &c. Colonel Knyvett would not exclude a Native Inspector who had shown himself qualified for the appointment, but would admit no Native unless through the Inspector's grade.

Mr. Oldham, Magistrate of Burdwan, would appoint Natives in exceptional cases at first with a view to making the appointments ordinary, and those of European exceptional. This applies only to "the advanced" districts in Bengal proper and the district of Bellary in Madras in which the witness served, and not to Behar, Orissa, the Sontal Pergunnahs, Darjeeling or Chota Nagpur; in such places Natives should be appointed only in exceptional cases. Mr. Giles, District Superintendent, would admit the young Natives who had undergone in India or in England the training that would, under existing rules, qualify for the Covenanted Civil Service. He writes as follows respecting the position of a Native District Superintendent in relation to (*a*) military duties, (*b*) religious disturbances, and (*c*) intercourse with non-official Europeans :—

> I see no difficulty. *(a) A properly trained* Native (* * *) would be quite equal to the discharge of the *quasi-* military duties a District Superintendent, as such, is called upon to discharge in Bengal. The people he would have to deal with would be of his own race—an extremely quiet and manageable race. He might not, perhaps, be fit for soldiering on the frontiers, but this is equally the case with some European District Superintendents. This is special duty hardly appertaining to the office of District Superintendent. I would not send a Bengali to serve in the Police of the Punjab or North-Western Provinces. Apart from other considerations, his knowledge of his countrymen would be thrown away; (*b*) whilst the Magistrate of the District remains the head of the Police and is a European, there would be no difficulty on this score. Even if he were a Native *properly trained* (* * * * *), there would be little risk of his acting the partizan. Were he inclined to do so, he would hardly submit to the guidance of a subordinate, whether European or Native. At worst the difficulty would be no greater than exists in Ireland at the present moment; (*c*) if the Native appointed were of a proper stamp, non-official Europeans could have no reasonable objection to him.

Babu Mohendro Nath Hazra also sees no difficulties in this respect from the appointment of Natives. He writes :—

> In the districts of Bengal a District Superintendent has little or no *quasi*-military duties, nor does the necessity of keeping the peace between turbulent religious sects arise. It has never come to my experience that the presence of non-official Europeans in a district prevented a Native Police officer doing his duty boldly and efficiently. I say this from my Assam experience.

On the other hand, Messrs. Bamber, Showers, Cooke, Birch, Wyer, Barrow, Munro, and Kilby are all more or less opposed to the appointment of pure Asiatic Natives to the office of District Superintendent. The disinclination of the Native of Bengal for out-door work and physical exertion, his laxity in supervision and want of power in maintaining discipline, his deficiency in courage and dread of responsibility, the difficulties arising from the *quasi*-military duties of a District Superintendent, the necessity for maintaining peace among contending religious sects, and the presence of non-official Europeans in many districts are alleged by different witnesses as reasons against the proposal. Mr. Shoshi Bhushan Bose, Inspector, sees difficulties from the reasons last mentioned in the appointment of Natives, but recommends that military men be posted to the frontier districts, European officers to districts where the population is turbulent, and at other places Natives or Europeans as circumstances render necessary. So far as he is aware, civil District Superintendents and Assistant District Superintendents rarely perform any *quasi*-military duties. The supervision and detection of crime is a far more important matter, and Natives are expected to do better in this branch of their work.

Recruitment of Inspectors.

There are four grades of Inspectors, carrying salaries of R100, R150, R200, and R250. Of the whole number of Inspectors, *viz.*, 172, 12 are Europeans domiciled in India, 14 are Eurasians, 124 are Hindus, and 22 are Mahomedans. There are also two European Constables. The Inspector General points out that at Dacca and Bhagalpur there are special Police Reserves of 100 men each which are under European Inspectors. Inspectors of the 1st, 2nd, and 3rd grades are appointed by promotion from the 4th grade. The Inspectors of the 4th grade are ordinarily promoted from Sub-Inspectors by the Commissioners of Divisions after nomination by District Superintendents and selection by the Magistrates, subject to confirmation by the Inspector General. Occasionally the officer last named appoints outsiders with exceptional qualifications to the vacancies.

Colonel Knyvett and Messrs. Bamber, Cooke, Peterson, Wyer, Barrow, Westmacott, and Jadub Chunder Deb approve generally of the present system. Mr. R. H. Wilson sees no need for change in it. He writes :

> ' The number of outsiders appointed is small and should continue to be so. Any system under which the whole of the Inspectors were not men who had gained experience of Police work by passing through the lower grades of the service would invariaby result in diminished efficiency. The Inspectors should be, and to a great extent are, the backbone of the service, and inexperienced men, however intelligent and well educated, would be absolutely useless. '

Mr. Giles thinks that the rules would be satisfactory enough if the class from which Inspectors have to be selected were improved. No man, he thinks, should be enlisted in or promoted to a Sub-Inspectorship till he has passed an examination in general education and the law and rules affecting the Police Department.

Other officers are in favor of the appointment of outsiders by competitive examination and of the promotion of Sub-Inspectors in the same way, or a modification or combination of both these systems. Babu Mohendro Nath Hazra would apparently admit outsiders more largely as Inspectors; and Mr. Brojendro Nath Chatterji, Inspector in the Calcutta Police, would admit to Sub-Inspectorships and upwards only by open competitive examination. Mr. Shoshi Bhusan Bose, while admitting outsiders to Inspectorships by a competitive test, would promote only educated Sub-Inspectors of tried ability and honesty, and who entered the service in that grade. His reasons are that in the lower grades of the Force, owing to the low pay and great temptations and opportunities for corruption, official morality is at a low ebb, and that men who have risen through those grades are unable altogether to rid themselves of habits and propensities contracted in such a sphere.

The following extract from the Bengal Police Manual gives a general sketch of the duties of Inspectors, Sub-Inspectors of Police, and Head Constables in charge of an outpost. A Sub-Inspector is ordinarily the officer in charge of a Police station, and as such is invsted by the Code of Criminal Procedure with definite powers for the prevention and detection of crime within the area of his station. These powers may be exercised by Police officers of superior rank throughout their local jurisdictions :

> 12. Of an "outpost," a Head Constable, or, if such an officer be not available, an intelligent Constable of the 1st grade should be in charge.
>
> 13. The Inspector in charge of a division shall be responsible for the peace of his division, and shall hold inquiries and investigations into crimes of a serious nature. He shall, moreover, superintend the drill and discipline of the Force under him, take care that each subordinate shall perform sufficiently and punctually his daily appointed duty, and shall frequently visit the sub-divisions and outposts under his charge. Also all monthly and other divisional returns shall be submitted under his signature.
>
> 14. The Sub-Inspector in charge of a sub-divisional station shall in like manner conduct inquiries into all cases not requiring the presence of the Inspector, superintend the drill and discipline of the Constables, and visit the outposts, &c., but shall in all respects be subordinate to, and under the orders of, the Divisional Inspector (Circular No. 8, 1862, paragraphs 11, 14, 508). The above general instructions apply equally to the Sub-Inspector in charge of a sub-division and to the Head Constable in charge of an "outpost," each within his proper sphere and of course in a more limited degree. Such officers, on receiving information of the commission of any heinous crime within their jurisdiction, should lose no time in reporting the fact to their immediate superior, and should adopt the best measures for the speedy transmission of their report, as much depends on early action being taken in such cases; meanwhile, they should omit no exertions on the part of themselves or subordinates to aid in the detection and arrest of the criminals, in pursuit of whom boundaries of Police districts, divisions, subdivisions, or outposts should never be regarded (Circular No. 12, 1868, paragraph 14).

Section II.—Note by the Departmental Member.

Bengal.
Police.
Section II.

The following Memorandum specifies the various grades and ranks of which the Department is composed, and describes the manner in which appointments and promotions are made:

Inspector General.—Appointed by Government. Is usually an officer of the Executive Branch of the Covenanted Civil Service.

Deputy Inspectors General.—Promoted on selection from the rank of District Superintendent.

District Superintendents.—Promoted from the rank of Assistant Superintendent. Promotion to the 1st grades is understood to be by selection to the other grades. It is almost invariably a matter of seniority.

Assistant Superintendents.—Appointed by Government from the rank of Officiating Assistant Superintendent, who have passed both standards of examination.

Officiating Assistant Superintendents.—Appointed by the Lieutenant-Governor as a matter of private patronage and without any qualifying examination. Their number is limited by the number of acting vacancies caused by officers going on leave, deputation, &c. Their promotion to the rank of Assistant Superintendent is subject to their passing the Departmental examinations prescribed by the Bengal Government, and they are removable if they fail to pass these examinations within a reasonable time.

Inspectors, 1st and 2nd grade.—Promoted by Government from the lower grades of Inspector on the recommendation of the Inspector General.

Inspectors, 3rd grade.—Promoted by the Inspector General.

Inspectors, 4th grade.—Promoted by the Commissioner of the Division after nomination by the District Superintendent and selection by the Magistrate, subject to the confirmation of the Inspector General, who occasionally gives the vacancy to an outsider.

Sub-Inspector and Head Constables.—Promoted by District Superintendents as a rule, subject to the approval and confirmation of the District Magistrate in the case of Sub-Inspectors; but direct appointments are occasionlly made, and the Inspector General reserves to himself the right of appropriating any vacancy for which he may have a suitable candidate. No illiterate man, too, can be promoted without his express permission.

Constables.—Appointed by the District Superintendent.

The annexed statements, marked A and B, will show the conditions of service in the Department in regard to pay.

The grant of pension and furlough is regulated by the rules which apply to Uncovenanted Officers generally, as laid down in the Financial Codes. Chapter X of the Civil Pension Code provides special rules for the Police in which certain concessions are made on behalf of subordinate Policemen, *i.e.*, those drawing R20 and under a month.

It is not easy to define either the technical requirements of the Department or the professional attainments essential for efficient service in it, but it may be said generally that good health, integrity, industry, common sense, observance of discipline, and in the higher ranks a fair education are all very necessary. Some knowledge of Criminal Law and Procedure, coupled with a sufficient acquaintance with the Vernaculars and with Police circulars, is sought to be attained by the examination. An Assistant Superintendent is required to pass before being confirmed in the lower grades; efficiency is the sole test, and an inefficient officer will not be promoted, and is very likely to be degraded.

Except for the rank and file in the unhealthier and more expensive districts in Bengal, there is never any difficulty in obtaining recruits, and the number of applications received for employment in the rank of Inspector and Sub-Inspector is another proof of the keen competition for Government employment which obtains amogst the State-educated classes.

As regards the comparative capacity evinced by the different classes for rendering efficient service, it may be said roughly that it diminishes as the scale ascends. It is much easier to enlist a man likely to turn out well as a Constable than it is to find one who has in him the making of a good Sub-Inspector, whilst a good Inspector not trained in the Department is a rare occurrence. The reason I take to be that as education advances, dislike to physical exertion and conceited impatience of control, always qualities to be eradicated, alike increase, and that in a service like the Police these defects cannot be passed over.

A.

Statement showing the existing Organization and Constitution of the Department.

1	2	3	4						
			NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY						
			1	2	3	4			
						NATIVES OF INDIA.			
Department.	Total number of Gazetted appointments.	Distribution of the gazetted appointments amongst classes and grades, with rate of pay attached to each.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Bengal Police.	177	1 Inspector General @ Rs. 2,500.	1	It may be doubted if some of the officers shown as not domiciled are not practically domiciled in India. As the *animus redeundi* is always professed even by men whose acquaintance with Europe has been limited to a few years' schooling and an occasional visit, it is difficult to distinguish between the two classes.	We must, I conclude, accept an officer's own description of himself, and there is a well-understood dislike to the name of Eurasian.				
		2 Deputy Inspectors General @ Rs. 1,500.	2						
		7 District Superintendents, 1st grade, @ Rs. 1,000 each.	7						
		7 District Superintendents, 2nd grade, @ Rs. 800 each.	7						
		13 District Superintendents, 3rd grade, @ Rs. 700 each.	13						
		11 District Superintendents, 4th grade, @ Rs. 600 each.	11						
		13 District Superintendents, 5th grade, @ Rs. 500 each.	12			1			1
		51 A*							
		16 Assistant Superintendents, 1st grade, @ Rs. 400 each.	15			1			1
		15 Assistant Superintendents, 2nd grade, @ Rs. 300 each.	14			1			1
		5 Assistant Superintendents, 3rd grade, @ Rs. 250 each.	5						
		36 B†							
		20 Officiating Assistant Superintendents @ Rs. 250 each.	20						
		20 C‡							
		15 1st Grade Inspectors @ Rs. 250 each.	5		4	6			6
		15 D§							
		52 2nd Grade Inspectors @ Rs. 200.	5		5	32	10		42
		52 E‖							
		177	117	...	9	41	10		51

A* Of these, 1 employed in the Calcutta Police as Deputy Commissioner, 1 in the Chittagong Hill Tracts, 2 in the Government Railway Police and in Assam; but one of these is now on deputation to Burma.

B† Of these, 1 on deputation to Burma, 1 private affairs, 1 Chittagong Hill Tracts, 1 Additional Deputy Commissioner, and 6 in Assam; but 2 of these are on deputation to Burma.

C‡ Of these, 2 in the Jail Department and 1 intended for Assam.

D§ Of these, 1 in the Town and one in the Railway Police.

E‖ Of these, 4 in the Railway Police and 1 in the Town Police.

BENGAL POLICE OFFICE,
The 26th March 1887.

J. C. VEASEY,
Officiating Inspector General of Police,
Lower Provinces.

Bengal,
Police.
Section II.

STATEMENT B.

Inspectors.

50	3rd grade	@ Rs. 150	each, including	3	Railway Police.	
52	4th „	@ Rs. 100	„ „	2	„	and 1 Town Police.
102						

Sub-Inspectors.

58	1st grade	@ Rs. 80	each, including	4	Railway Police.	
188	2nd „	@ Rs. 70	„ „	4	„	and 1 Town Police.
227	3rd „	@ Rs. 60	„ „	6	„	„ 1 „
262	4th „	@ Rs. 50	„ „	6	„	
181	5th „	@ Rs. 30	„ „	2	„	
916						

Head Constables.

177	1st grade	@ Rs. 25	each, including	19	Railway	and 3 Town Police.
584	2nd „	@ Rs. 20	„ „	26	„	„ 4 „
749	3rd „	@ Rs. 15	„ „	39	„	„ 4 „
928	4th „	@ Rs. 10	„ „	18	„	„ 2 „

Constables.

791	1st grade	@ Rs. 9	each, including	124	Railway	and 26 Town Police.
2,178	2nd „	@ Rs. 8	„ „	136	„	„ 43 „
6,633	3rd „	@ Rs. 7	„ „	156	„	„ 240 „
9,782	4th „	@ Rs. 6	„			
19,384						

European Constables.

2	European Constables	@ Rs. 100	each, including	1	Railway Police.
8	„ „	@ Rs. 80	„ „	6	„
10					

Mounted Constables.

32	Mounted Constables @ Rs. 25 each.

Existing Organization and Constitution of the Bengal Police Department.

1	2	3	4						
Department.	Total number of gazetted appointments, or of appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY						
			1	2	3	4			
						NATIVES OF INDIA.			
			Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Bengal Police.	286.	Inspector General, at Rs. 2,500 a month	1	...	...	...	...	...	...
		Deputy Inspector General, at Rs. 1,500 each	2	...	...	...	...	...	...
		1st grade District Superintendents, at Rs. 1,000 each ...	6	1	...	...	...	...	...
		2nd ,, ,, ,, 800 ,, ...	7	...	...	...	...	...	...
		3rd ,, ,, ,, 700 ,, ...	11	2	...	...	...	...	...
		4th ,, ,, ,, 600 ,, ...	9	2	...	...	...	...	...
		5th ,, ,, ,, 500 ,, ...	11	...	1	1	...	...	1
		1st ,, Assistant Superintendents ,, 400 ,, ...	15	...	...	1	...	...	1
		2nd ,, ,, ,, 300 ,, ...	13	1	...	1	...	...	1
		3rd ,, ,, ,, 250 ,, ...	3	...	2	...	...	...	...
		Officiating ,, ,, 250 ,, ...	16	4	2	...	...	...	...
		1st grade Inspectors ,, 250 ,, ...	...	5	4	6	...	...	6
		2nd ,, ,, ,, 200 ,, ...	...	6	4	32	10	...	42
		3rd ,, ,, ,, 150 ,, ...	...	...	3	44	4	...	48
		4th ,, ,, ,, 100 ,, ...	...	*1	3	42	8	...	50
		European Constables ,, 100 ,, ...	...	2	...	...	...	...	...
		Total ...	94	24	19	127	22	...	149

J. C. VEASEY,
Officiating Inspector General of Police,
Lower Provinces.

Further Note by the Departmental Member.

The total strength of the Police Force on the 1st April was 23,712.

The Bengal Police Force supplies Assam with District and Assistant Superintendents. The Railway Police is included in the strength of the Bengal Force, and the expenses are borne as to 7-10ths by the Railway Companies and as to 3-10ths by the Government, the Companies also providing all quarters required for the men.

The Inspector Generalship is not one of the reserved appointments. It has been held by Staff Corps officers, but there have been four consecutive appointments of Covenanted Civilians, and the office is at present held by a Covenanted Civilian.

The grades of Deputy Inspector General, Assistant Inspector General of Railway Police, and District Superintendent are ordinarily filled by promotion. These appointments are now held by 5 Staff Corps officers and by Uncovenanted Officers. The number of appointments held by Staff Corps officers has considerably diminished of late years, and in a few years this element will disappear. The Assistant Superintendents are appointed by the Lieutenant-Governor. No educational qualification is required, and no examination is held for admission to the Service. After appointment the gentlemen nominated are required to pass Departmental examinations. They are also required to pass in two Vernacular languages. Assistant Superintendents of more than 6 months' standing must present themselves for examination at the half-yearly examinations, and they are not eligible for promotion or the charge of a district until they have passed by both standards. It is generally understood that the examination will be passed in each standard within two years; but this rule, if it exists, is not rigidly adhered to. Promotions are exceptionally made to the grade of Assistant Superintendent from the Inspectors. No such appointment has been made since 1883. Of the officers now in the Force, there is one District Superintendent, a Bengali, and four Assistants, two Bengalis and two non-domiciled Europeans, who have been so promoted. With the exception of the three named, there are no Natives of purely Asiatic parentage in the higher grades.

---

* A West Indian.

The Inspectors of the 1st, 2nd, and 3rd grades are appointed by promotion. The Inspectors of the 4th grade are ordinarily appointed by promotion, with occasional exceptions in favor of candidates with exceptional qualifications. Such appointments are made by the Inspector General.

Inspectors are occasionally appointed to the Subordinate Executive Service. There are what are called special Police Reserves stationed at Dumka, Dacca, and Bhagulpur. These are a purely Military Police, and are not employed in district work.

The forces at Dumka and Dacca, numbering 100 men each, with a due proportion of officers, are under European Inspectors, and the force at Bhagulpur, numbering 50 men, is under a Native Sub-Inspector. All these three bodies are under the orders of the Superintendents of the Districts in which they are stationed.

In every district there is a reserve to provide guards and escorts; and inasmuch as Bengalis are found less suited to semi-military duties, these reserves are largely made up of the up-country recruits, of which a varying proportion is allowed to each district.

No. 2720, dated Fort William, 18th March 1887.

From—J. C. Veasey, Esq., Officiating Inspector General of Police, Lower Provinces,

To—The Secretary to the Public Service Commission.

Sir,—In accordance with the wish of the Sub-Committee expressed at their meeting this morning, I have the honor to name the following Magistrates and Police Officers whose views on Police matters should, in my opinion, be ascertained:

Mr. R. Wilson, Commissioner of the Burdwan Division.
„ J. V. Westmacott, Magistrate of Howrah.
„ W. B. Oldham, Magistrate of Burdwan.
„ A. W. B. Power, Magistrate of Shahabad.
„ F. H. Barrow, Magistrate of Furreedpore.
„ H. G. Cooke, Magistrate of Purneah.
„ F. Wyer, Magistrate of Dacca.
„ A. H. Giles, District Superintendent of Burdwan.
„ J. B. Birch, District Superintendent of Shahabad.
„ W. J. Kilby, District Superintendent of Rungpore.
„ H. Munro, Assistant Inspector General, Government Railway Police, Howrah.
Babu Mohendro Nath Hazra, District Superintendent of Khulna.
„ Shoshi Bhusan Bose, Inspector, Khulna.
„ Santo Nath Bhuttacharjee, Inspector, Dinagepore.
Mr. W. E. Peterson, Inspector, Patna.
Babu Annoda Kishore Rai, Inspector, Nuddea.

In addition to these, six selected officers have been directed to appear on Tuesday.

Section III.—Sittings at Calcutta.

WITNESS No. I—*22nd March 1887.*

Examination of the Hon'ble Sir HENRY HARRISON, C.S., KT., Commissioner of Police and Chairman of the Municipality, Calcutta.

Bengal.
Police.
Section III.
Sir Henry Harrison.

The *President.*

You are the Commissioner of Police in Calcutta, I believe ?—Yes.

Is the Calcutta Police Force under your orders ?—It is, speaking generally. I mean there is a Deputy Commissioner who is practically at the head of the Force.

Are you acquainted with the working of the Police Department in Calcutta ?—Only, as I say, in a general way.

Have you any Superintendents in the Force ?—Yes.

How are they appointed ? — They are generally selected, but there is no rule which governs the mode of appointment.

The Hon'ble Mr. *Quinton.*

Are they brought in directly from the lower grades ?—They may be one or the other.

I suppose rather more of them are promoted than nominated to these appointments ?—There are so few that you would have to go over a great many years to find out how they were appointed. There are about seven altogether ; two were appointed in my own time; and both were promoted.

Are they Natives, Europeans, or non-domiciled Europeans ?—They are of all three classes. One is a Native.

What pay do they get ?—Rs. 350 a month ; some of them rather more. For instance, the Superintendent of the Port Police gets paid a good deal extra. The Port Commissioners are more liberal than we are in the matter of pay. The Superintendent of the Reserve Force, in charge of the Fire Brigade, also gets something extra; but Rs. 350 is the normal rate of pay, and the Detective Superintendent starts on Rs. 300.

Is the Detective Superintendent a European ?—Yes.

A domiciled European ?—I do not think so. He is certainly a pure European.

Do you know whether he had any employment before he entered the Police Force ?—He has been in the Police Force ever since I can recollect. He was originally in the ordinary Police Force, and was made Detective Superintendent by selection on account of his ability.

Have you noticed any difference in the work done by the members of the Force according to the nationality to which they belong ?—I think that in general there is a marked distinction between the type of mind of Europeans and Natives, which of course reproduces itself in their work. I mean to say that a Native is very good at office work, at detective work, and at accounts, and very good in following out any system which does not require initiative. He is not good at out-door work as a rule. A European is differently constituted.

The Hon'ble *Mr. Quinton*—contd.

Have you had many up-country Hindus and Mahomedans in the Force ?—We have some of them in the Force. They have done very well, I think.

Do they show more aptitude for out-door work than Bengalis ?—I should say so.

Have you met any of them who have done their out-door Police work efficiently ?—I have not sufficient experience to enable me to speak. I am speaking rather from my general experience than from my experience of them as members of the Calcutta Police Force.

Do persons appointed to the superior grades of the Calcutta Police Force undergo any preliminary examination ?—No.

Have they to pass Departmental examinations ?—The Assistants and Deputy Superintendents, who came from the Bengal Police, have passed the examinations when members of that Force. The others pass no examinations.

Do you take men who have failed to pass these examinations ?—That I cannot tell you.

Which of the appointments are gazetted ?—Some of the Superintendentships, the Deputy Commissionership, and the Assistant Commissionership.

How are the Assistant Commissioners appointed ?—By the Bengal Government from the Bengal Police Officers.

Mr. *Ryland.*

Do you think Natives could be more largely employed as Assistant Superintendents in Calcutta? —I think it would be a mistake in Calcutta to lay down any rule which would limit the choice of men. If you have Natives who are good men, I do not think there is any prejudice against appointing them. The men are all in a narrow compass working under the eye of their superior. Their work is well known, and they are chosen according to their merit. We have seven Superintendents, and if we had four Natives of exceptional ability, I do not think any harm would come of appointing them ; but for the work required, I think, generally, it would be found that three-fourths should be Europeans.

As a matter of fact, Europeans have been more often appointed ?—I think you would generally find that it was to the interest of the Service that three-fourths of the Superintendents should be Europeans; but it might be otherwise if there were exceptionally good Natives.

Would there be any objection to the Deputy Commissioner of Police in Calcutta being a Native ?—The Deputy Commissioner of Police is

Mr. *Ryland*—contd.

virtually at the head of the Police Force, and must necessarily be a strong man. Any weak man would break down. He has a considerable number of Europeans to control. Next year the appointments of Chairman of the Municipality and Commissioner of Police will be separate; the duties of the Commissioner will correspond with those of the present Deputy Commissioner, and he will have a Deputy Commissioner under him; and then I do not see the slightest objection to a Native being Deputy Commissioner, because the Commissioner will hold the reins in his own hands, and the Deputy Commissioner will have chiefly the office work, the supervision of the accounts, &c.

Mr. *Veasey*.

Are you satisfied with the existing arrangement under which the Deputy Commissioner and Assistant Commissioner are supplied from the Bengal Police?—Yes.

The Calcutta Police, I believe, has no semi-military duty to perform. I mean it has no guard duty or escort duty to perform?—It has considerable escort duty.

I mean it has no armed duty?—No.

What proportion of Bengalis have you in the rank and file?—As many as we can get; but that is very small, not more, I believe, than 10 or 12 per cent.

Are they unwilling to join?—They are unwilling to stay; the work is to a great extent night duty, and they do not like it.

Do you find any difference between up-country men and Bengalis in this respect?—Up-country men are much the best.

The *President*.

Are they much the best for all purposes?—For all purely Police purposes, except the two purposes of office work and detection.

Mr. *Veasey*.

As Head Constables, do you find Bengalis equal to the task of controlling up-country men?—I have not sufficient practical experience to be able to say, but, speaking more from my mufasal experience, I should say not.

What is your experience of the Police in large mufasal towns?—I think up-country men make the best police.

The *President*.

I believe you have taken some interest in the educational institutions in Calcutta, and therefore you know the class of boys who attend the Martinière and Doveton Schools?—Yes.

Do you think the boys there are likely eventually to be sufficiently qualified to discharge the duties of Assistant Superintendents of Police?—Certainly.

And these boys have generally some knowledge of the vernacular?—I should think they might easily pick it up colloquially.

Do you know whether they undergo muscular training?—Yes, and they have a great taste for it.

Do you see any reason why there should not be limited competition for admission to the Police so as to enable the sons of men domiciled in this country to compete for appointments as Assistant Superintendent?—I should like to know the conditions of the competition before I give a decided answer to that question. I do not doubt that the men are there. The question is whether your competition would bring them to the point.

I mean competition among selected candidates?—Then comes the question whether the Lieutenant-Governor would know the character of the men he might nominate, or would rely on the statements of relatives and friends, under the impression that the competition would make it all right. Very likely you would find that the man who was first in the examination was quite unfit for the duties of the appointment. I should like to know exactly what the conditions of the examination were before I gave a decided opinion as to whether we ought to have a competition for these appointments or not.

Do you think the present system of appointing District and Assistant Superintendents is satisfactory?—I think it is undoubtedly capable of being improved. I think the people of the country might fairly have a larger share in the Police.

In the superior appointments?—Yes.

At the present moment, I believe the young men appointed are not required to undergo any qualifying examination?—No; they are chiefly young men who have come out from England. There is no doubt that fit young men could be found in the country, and why should not the appointments be given to them?

How do you think they might best be found?—I think the first thing would be to discourage the coming out from England. At present great pressure is brought to bear on Lieutenant-Governors to provide for the relatives of their friends who have failed to get any employment at home. As long as the Police here is looked upon as a possible refuge for young Englishmen who can get nothing else to do, so long you may be perfectly certain that no genuine effort will be made to recruit the Service from the qualified material which undoubtedly exists in this country; for I am convinced that there is equally good material to be found in the Doveton, Martinière, St. Xavier's, and the Hill Schools, if it is only properly sought for.

Do you think it would not be fair to recognize the services to the State of officers in this country, Europeans as well as of Natives, by giving appointments in the Police by competition to their sons?—That opens out another question altogether. No doubt, European Officers out here are at great disadvantage in providing for their sons; but, on the whole, I am disposed to think that those who really reside in the country have the prior claim.

Do you see any reason why Inspectors should not, as a rule, be promoted to Assistant Superintendentships when they are found to possess sufficient education?—I think that in all services the distinction between appointments which require a liberal education and those which do not is a sound distinction; but I think that in exceptional cases such appointments might be made, just as in the army a certain number of commissions are given to Non-Commissioned

Bengal.

Police.

Section III.

Sir Henry Harrison.

The *President*—contd.

Officers. As an ordinary rule, an Assistant Superintendent should be looked upon as a Commissioned Officer.

Are you acquainted with the rules regulating appointments in the Police systems of England and Ireland ?—No ; but I am under the impression that there also they do not ordinarily promote from the Inspectors.

WITNESS No. II—*22nd March 1887.*

Examination of Lieutenant-Colonel W. L. N. KNYVETT, Senior Deputy Inspector General of Police, Bengal.

Lt.-Col. W. L. N. Knyvett.

The *President.*

You are Senior Deputy Inspector General of Police in this Presidency ?—Yes. I have been 24 years in the Service. I entered the Madras Police Force in 1860, joined the Bengal Police Force in 1863 as District Superintendent, and rose through the different grades to my present position, which I have held for two years.

Mr. *Veasey.*

Is it your opinion that gentlemen appointed to Assistant Superintendentships of Police should have undergone a preliminary examination ?—I do not think it is necessary. I think the present system works very well. I think, however, that they should undergo a medical examination. At present no such examination is prescribed, and none is undergone.

Would you promote from the rank of District Superintendent by seniority only, or would you have selection in some cases ?—I would certainly promote by seniority, unless there was some good reason for passing a man over.

Are you in favor of the appointment of Inspectors by promotion from the ranks of Sub-Inspector, or do you prefer the system of selection from outsiders ?—I should like to see a judicious admixture of the two systems I see no reason why outsiders should not in some cases be appointed.

Which system would you make the rule ?—I think the system of promoting Sub-Inspectors, if really qualified men.

Have you anything to say as to the present pay, pension, and furlough rules applicable to District and Assistant Superintendents ?—No. I believe there are others more qualified to speak on that point than myself. As a Military Officer, my own regulations are different.

If you are not in favor of having any sort of preliminary examination for first appointments to the higher grade of this Service, what would you consider necessary as regards the qualifications of candidates ?—I think they should have some knowledge of the language and of the local Laws. As I have said before, I think the present system has answered fairly well. Of course a man appointed from home cannot be expected to be well up in these subjects. I think the best thing that can be done is what is done now—a man is posted to a district when he first joins, and learns his work at once. My experience is that the little knowledge they do bring out with them is of very little practical use ; in fact, they very often have to unlearn a great deal of what they learnt at home. A man out here has to learn Kaithi. They do not even know what that is at home. I have a nephew who has been promised an appointment, and who is preparing at home.

Mr. *Veasey*—contd.

From what particular class or nationality, if any, ought we to select our Assistant Superintendentships ?—From Europeans most decidedly, but at the same time I would certainly not exclude a Native Inspector who had shown himself qualified for the appointment. The Native District and Assistant Superintendents we have now in the Force have risen from the grade of Inspector; and if Natives are to be employed at all as District and Assistant Superintendents, I say let them rise from the Inspector's grade. We have at present about 150 Inspectors; and if they are really good men, they will show themselves to be so.

Would you place any limit on the number of Natives to be so appointed ?—No; because I think that practically there would be very few.

Did I rightly understand you to say that, as a general rule, you would appoint Inspectors from the grade of Sub-Inspector ?—Yes.

In favor of what class of candidates would you relax that rule ?—There might be an exceptional case in which you might consider an outsider fit for an Inspectorship. I would not exclude outsiders altogether.

What exceptional circumstances would you consider as qualifying an outsider to be appointed Inspector ?—Of course it would only be an exceptional case.

Are you of opinion that a certain number of Europeans are required in the Force for appointments below the rank of Assistant Superintendent ?—I suppose we should require a certain number of European Inspectors. I would not appoint a European below that rank.

The *President.*

Although there is no examination for admission to Assistant Superintendentships of Police, are there not certain Departmental examinations to be passed by Assistant Superintendents after appointment ?—Yes.

These examinations are, I believe, intended to test (1) a necessary knowledge of law; and (2) a knowledge of languages ?—Yes.

Do you not consider that such knowledge is essential to the efficient performance of Police duties ?—I certainly do.

Are these examinations ordinarily passed within a short period after appointment ?—I think not; but at the same time I think a man gets a very fair knowledge (although not sufficient to enable him to pass the examinations) in 6 or 8 months, sufficient at least to enable him to carry on his work.

The lower standard of examination in Law, an examination with books, appears to be of a very simple kind ?—Yes.

Bengal.

Police.

Section III.

Lt.-Col. W. L. N. Knyvett.

The *President*—contd.

It would almost argue a want of intelligence not to be able to pass that examination?—Yes.

And the lower standard examination in languages is also extremely simple—is it not?—It is certainly not so simple as the Law examination, but it is not a very severe examination.

In fact, it is not an examination that anybody could fail to pass who has sufficient knowledge of the language to be able to carry on a conversation with a villager?—No; but there is more writing to be done also.

Is it not a fact that some of these Assistant Superintendents fail to pass the higher, if not the lower, standard examinations for several years after appointment?—Yes; in some cases it is 4 or 5 years.

Is it not desirable that candidates for Assistant Superintendentships should have qualified themselves in law and languages before being placed on the Police establishment and paid by the public?—There are great difficulties in the way, especially in the case of Europeans. For instance, in the case of a European candidate his name is not put down for the appointment until he comes into the country.

Is it not better that a European who comes to the country and desires to obtain an appointment in the Police should be required to qualify himself at his own expense in an elementary knowledge of law and languages beforehand?—As I have already said, I think it would be extremely difficult for him to do so at home.

But assuming that it could be done in this country?—In that case I think it would be a good thing.

And would you not, by requiring a candidate to pass the examination in law and languages before admitting him to the Service, ensure greater diligence on his part in preparing himself for the examination?—No doubt, if he was promised an appointment, say after 6 months or so, conditionally on his passing the examination, he would probably set to work, and send for it.

But if he wants the appointment, surely he ought to qualify himself for it before any promise is made to him?—If he could qualify himself at home, no doubt he ought to be expected to do so; but then, again, there is the expense of his passage out, and the uncertainty of his getting the appointment.

You think it would not be easy to get a man to come to India on the chance of getting employment?—Yes.

Do you think that nowadays it is necessary to induce young men to come from England to take up appointments in the Police?—I think so. I do not think you have the material in the country.

Are there not a very large number of young Englishmen who come out to this country seeking employment, either in the public service or in mercantile offices, without any promise being held out to them?—I do not think the better stamp of Europeans do.

Are they not of the same stamp as those generally appointed to the Police?—I think not.

The *President*—contd.

Are there any domiciled Europeans and Eurasians now serving under you in the Police Force?—I do not think so.

Have you had any Mahomedan Inspectors under you?—Yes.

Have any of them shown qualifications which would fit them to be Assistant Superintendents?—I know a good many, but not one whom I could point out and say that he would make a good Assistant Superintendent.

Have you, among your European and Eurasian Inspectors, any whom you think fit to be appointed Assistant Superintendents?—I do not think so. Moreover, I think our best European Inspectors would not take the appointment if it were offered them. In the first place, the pay, Rs. 250, would be the same for a long time and the expenses greater, and the promotion would be very slow.

Have any of these men to your knowledge ever applied for promotion in the Department?—Not to my knowledge.

I believe you have several Natives from Upper India in your Force?—Yes.

Are there any Sikhs among them?—There are a good many in the superior grades.

Have you had any Natives from Upper India serving under you as Inspectors?—There are a few men here and there. I recollect one such man who served under me.

Was he a man of such attainments that he could perform the duties of an Assistant Superintendent?—I do not think so. He had no knowledge of English to begin with.

Do the European Inspectors, whom you mentioned as unlikely to accept promotion, possess attainments sufficient to fit them for the discharge of the duties of an Assistant Superintendent?—I do not think so.

In what respect are they wanting?—I do not think any of them, so far as I recollect, are gentlemen. I do not think they would command the same respect as European gentlemen would.

With regard to their technical knowledge?—Their experience, of course, would be greater.

But with regard to their technical knowledge, are they at all inferior to ordinary Assistant Superintendents?—I should think, as a rule, they were.

If you had to make a criminal investigation, whom would you generally consult?—I would not go to a European at all.

Nor to a European bred in the country?—I do not think so. He might supervise the investigation.

But you would entrust the investigation to a Native?—Yes.

A Native of what grade?—I would take the best man available, whether a 1st or 2nd grade Inspector.

But if the European Inspector has had no actual experience of investigating cases, how is he able to supervise the investigation of cases?—His common sense would teach him whether anything was amiss. Of course, as regards knowledge of

Bengal.

Police.

Sec. II.

Lt.-Col. W. L. N. Knyvett.

The *President*—concld.

Native character and all that, the Native has much the best of it.

Have you found Europeans born and educated in the country and Eurasians wanting in knowledge of Native ways and customs?—I think I may say I have. I do not generally entrust our investigations to European Inspectors, not even the supervision of investigations. I do not think they would be found fit even for that.

What Detective Force have you in Bengal?—We have at present no organized Detective Force.

Have you no Inspectors specially told off for detective work?—There are one or two attached to the Inspector-General's Department.

Are they Natives or Europeans?—Natives. There was a Detective Department at one time, but that was abolished some years ago.

The Hon'ble Mr. *Quinton*.

What is the annual rate of recruitment to District and Assistant Superintendentships?—I really could not say. There have been a great number recently appointed.

Have any of the Native Officers who have been appointed District and Assistant Superintendents served under you?—There are three serving under me now. I have only inspected the work of one.

What is your opinion of his work?—His office work was good, but he was in charge of a frontier district, and I may say that in his arrangements there he has utterly broken down.

Was not that rather an important charge to entrust to a Native Officer?—The frontier district I allude to was not one of any special difficulty. He failed because he was not prepared in places where he ought to have been prepared, and where he had only to observe certain rules and regulations.

Do you think he would have proved equally inefficient in an ordinary district?—I think so, because his failure was owing to his inattention to orders.

Would you altogether debar Natives from the appointments of District and Assistant Superintendents?—I would not debar exceptionally good men, but, as I said before, let them rise through the Inspector's grade, as they have done hitherto.

Is the Native District Superintendent of whom you were speaking decidedly inferior to the average of District Superintendents?—I think he is.

You think there are cases in which Inspectors might be appointed District Superintendents?—By all means if they show themselves qualified.

After your long experience in the Bengal Police, are you prepared to say that you have had no Native Inspectors who would have made good District Superintendents in an ordinary district?—Looking through the list of Inspectors whom I personally know, I say there is not a single man of whom I could say conscientiously that I think him fitted for an Assistant Superintendent's place.

Cannot you recollect any one among the Inspectors you have known during your service in the Police who you think would have made a good District or Assistant Superintendent?—I do not think I can.

The Hon'ble Maulvi *Abdul Jubbar*.

Do you not think that if promotions to the higher grades were made from Inspectors and Sub-Inspectors as a rule, you would find a better class of Natives willing to enter the Police?—That might be.

Mr. *Ryland*.

In the list of District and Assistant Superintendents, there are, I think, several officers who might be classed as domiciled Europeans and Eurasians. Have you reckoned them as Europeans (because you said just now you were not aware of any domiciled Europeans and Eurasians in these grades)? Might not some of them be the sons of officers domiciled in the country?—I am not prepared to say. In the instances I know of, I know that the men came out knowing that they were to get appointments.

The *President*.

You appeared to think there were no gentlemen now in the Police Force who are the sons of domiciled Europeans?—I did not mean to say that.

Mr. *Ryland*.

In your previous answers did you include domiciled Europeans among Europeans?—Yes.

And you see no objection to the employment of that class?—Certainly not.

In cases of disturbances and riot and other difficulties who would be your most reliable officers?—Europeans undoubtedly.

And as between a Hindu and a Mahomedan whom would you consider most reliable if you had to go out and make a dangerous arrest?—I should choose the Mahomedan most decidedly.

Who do you think make the best detectives—Hindus or Mahomedans?—It is very difficult to say. I have known very good detectives of both classes.

The Hon'ble Maulvi *Abdul Jubbar*.

When you spoke of the unwillingness of some Inspectors to accept promotion to Assistant Superintendentships did you refer only to Europeans?—I referred more particularly to Europeans.

Would Native Inspectors of the 1st grade have the same unwillingness?—I dare say they would not.

The *President*.

Is there anything else you would like to say?—No.

Bengal.

Police.

Section III.

H. W. J. Bamber, Esq.

WITNESS No. III—*22nd March 1887.*

Examination of H. W. J. BAMBER, Esq., District Superintendent of Police, 1st Grade, 24-Pergunnahs.

The *President.*

You are, I believe, a District Superintendent of Police in the 1st grade?—Yes. I have had very nearly 25 years' service in the Police.

Did you enter the Police Force as Assistant Superintendent?—Yes, in 1862, having previously been in the Salt Department.

Were you born in this country?—Yes. My father served the Government in the Salt Department. I was educated in England. I introduced the new Police into Howrah. It was one of the first appointments that were made. I have served in some of the largest districts of the Bengal Presidency.

Is the present system of appointing Assistant Superintendents of Police a satisfactory system?—I think it is, because those appointments are given as a rule to the sons of officers who have either served or are still serving the Government.

Would you have any qualifying examination or educational test for the candidates for service in the higher grades of the Police?—There might be an examination in languages and a knowledge of a certain amount of law required, but that can be acquired after appointment.

Are there not several instances of Assistant Superintendents who have failed to pass the examination in law and language for some years after appointment?—Yes. There have been some, but I should say two years was the longest time they take as a rule to pass the examinations.

Have there not been instances of Assistant Superintendents who have been 3 or 4 years in the Service and have not passed the examinations?—I think my experience is that they generally pass in two years.

The Hon'ble Maulvi *Abdul Jubbar.*

By both standards?—I think so.

The *President.*

You have, of course, a good deal of experience of 1st and 2nd grade Inspectors?—Yes.

Are there many men in those grades whom you would consider fit to be appointed District and Assistant Superintendents?—There are some who are fit to be appointed Assistant Superintendents, but not to District Superintendentships with independent charge.

Why are they not fitted to have independent charge?—I think they are lacking in force of character, independence of spirit, and probably their associations would interfere with the proper discharge of their duties.

I believe they are not, as a rule, men who have received a liberal education?—I think that, as a rule, they have received a fair education: some of the present men certainly have.

The *President*—contd.

Among the District and Assistant Superintendents are there not many who have failed to pass the Army examination at home?—There are, and there are also men among them who have passed that examination, and have not entered the Army, but have preferred to come out to India.

Do you see any reason why Natives should not be appointed Assistant Superintendents of Police?—So long as they are not placed in independent charge; Natives make most excellent subordinates.

Do you see any reason why sons of Europeans domiciled in this country and Eurasians should not be appointed to these posts?—I think it is necessary that a District Assistant Superintendent should have had a high education, and have roughed it in an English public school; unless he has done that, his mind is apt to be rather narrow.

Are there not several schools here, like the Doveton, Martinière, and the Hill Schools, which could equally well supply that training?—I do not think the boys in these schools get the same roughing that a boy at a public school at home does; but I have not much experience of the Indian schools.

According to your experience, who make the best detectives, Hindus or Mahomedans?—Mahomedans. I think they are more energetic, more determined, and take more interest in their work than Hindus.

There is, I believe, a rule that a well-drilled up-country man should always, if possible, be selected when a regular guard is required for escort duties in Bengal?—There is.

And do you think that a necessary rule?—Yes. I think an up-country man is more suited for that kind of work. I mean to say that a Bengali is not fitted for escort duty and work of that kind. He is altogether too slack. You require firmness and some amount of discipline for these duties.

What class of Bengalis do you find as a rule apply for employment in the Police?—They belong to the educated classes—people who have been up for the B. A. or M. A. Examination and failed. They look upon the Police as a kind of stepping-stone to something better; and that may be a reason for their not taking the same interest in working out their cases as a Mahomedan does.

What class of Mahomedans apply for employment in the Police?—I regret to say that I do not get as many Mahomedans as I could wish of the stamp required for the Police. Of course a man must be educated to a certain extent. We generally have a certain amount of competition for the Head Constableships, 1st grade. We advertise a certain number of vacancies, and men come forward and undergo a sort of examination, the candidate who comes out best being, as a rule, selected. Of course, if there is an exceptionally qualified man in the Constable grade, he has a prior claim, but otherwise we have an open competition.

Do Europeans born in this country and Eurasians apply for employment in the Police?—No.

Bengal.

Police.

Section III.

H. W. J. Bamber, Esq.

The Hon'ble Mr. *Quinton.*

What is the pay of a Head Constable ?—I regret to say it is wretchedly low, and I believe that is one reason why the Department is not filled by a much finer body of men. Rs. 10 is a very low salary to give to a man who is required to possess a certain amount of acumen and intelligence.

Mr. *Veasey.*

Is not that the pay of the lower grade ?—Quite so, and I regret to say it is very low.

The *President.*

What does it rise to ?—Rs. 25.

What is the pay of a 1st class domestic servant out here ?—I suppose you would not get a khansamah under Rs. 16; and certainly you would have to give a good tailor Rs. 15 and a dhobie Rs. 20: a coolie earns Rs. 10 or 12.

Have you any reason to believe that there is any corruption in the Inspector and Head Constable grades ?—I am afraid that for the Head Constables the temptations are only too great. I am speaking from my own knowledge. I mean to say that when a man gets Rs. 10, and at the same time is ordered out on duty night and day, and has to take a coolie with him to carry his baggage and a servant to prepare his food, I leave it to you to say how much he saves.

You think there is cause for apprehending that a low rate of pay is not favorable to official morality in the Police ?—By corruption I do not mean taking bribes or any direct extortion. I would wish to add one thing, which is that in my opinion a Sub-Inspector should have risen from the Head Constable grade. You ought not to make a man a Sub-Inspector at once.

Are outsiders sometimes appointed as Inspectors ?—Yes ; but an Inspector is not actually in touch with the people. He has not the investigation of cases ; he has only a general supervision. The Sub-Inspector is a more important man than the Inspector. He has to supply all kinds of statistics in connection with his duties. He ought to be thoroughly qualified. I hold that Inspectors should also, as a general rule, have risen from the lower grade, because otherwise he cannot exercise proper supervision over the Sub-Inspectors.

The Hon'ble Maulvi *Abdul Jubbar.*

What class of men generally supply your Head Constables ?—A very large number of them nowadays are young men who have been up for the University examinations and failed.

But as to their social position ?—I believe they are Native gentlefolk, *Bhadro log*, which means respectable people.

Do you mean to say that the *Bhadro log* have no objection to enter the Police Department ?—They had 5 or 6 years ago, but they are coming forward now. I fancy they find it difficult to get any other employment, and, having been educated, find the Police the best opening for them.

Are you speaking of the 24-Pergunnahs District ?—Yes, and also of Rajshahye, where I was for 9 years.

The *President.*

Do you know any Eurasian or domiciled European Assistant Superintendents of Police (reads names from the Civil List) ?—You will find that those men were educated at home.

Mr. *Ryland.*

You think the education in England very necessary ?— Most certainly.

The Hon'ble Mr. *Quinton.*

Can you say from your experience how long it takes a newly appointed Assistant Superintendent to become efficient ?—From 2½ years.

Mr. *Veasey.*

You say you have no objection to selected Native Inspectors being promoted to the rank of Assistant Superintendent, provided they are never to have charge of a district. Are you aware that, as a matter of fact, it is not infrequently the case that an Assistant is in charge of a district? —They are mostly Europeans.

Are you aware that it is the case that almost every passed Assistant is in charge of a district ?—I believe he can claim it as a right.

Are you aware that it is not infrequently the case, especially in the leave season, that every passed Assistant is in charge of a district ?—Yes.

Then, what would be the good of promoting Native Inspectors to that rank, if they are not to go higher; what would be the good of paying them Rs. 300 or Rs. 400, if they are to be useless ?—I admit that it would not be a good thing.

Do you think there is much extortion practised among the lower grades of the Police ?—I do not think so.

What is the feeling of the people generally towards Police Officers ?—So far as I can see, there is a fair amount of confidence in them, and I can give you a good example of it. When I went down to Saugor fair the other day, I was very much struck with the way every one applied for Police assistance on almost every possible occasion.

Do you consider that the educated classes are friendly or unfriendly to the Police ?—Friendly.

Do you think they are afraid of the Police ?—No.

Do you think that if they had ground for complaint against the Police, they would be afraid to make their complaints known ?—I do not think so.

What is the lowest grade in the Police to which you would appoint a European Inspector domiciled or non-domiciled ?—I certainly should not give him less than Rs. 80 a month.

I believe a large proportion of your Force in the 24-Pergunnahs are on town duty ?—They are.

What class of men do you find the best suited for the work of Head Constable ?—Up-country men most certainly.

And for the rank and file ?—Up-country men also. They do their duty thoroughly. They can be trusted, when Bengalis certainly cannot, for Patrol work.

Bengal.

Police.

Section III.

H. W. J. Bamber, Esq.

The *President.*

Would you consider a Bengali fit for guard duty ?—Most certainly not.

What does he do when you put him on guard ?—He generally goes to sleep.

The Hon'ble Maulvi *Abdul Jubbar.*

Do you not find that, as a rule, the educated classes would rather put up with the loss of a few rupees than give information to a Police Officer of a cognizable offence ?—I really do not think so nowadays.

Mr. *Veasey.*

Would you attribute such a feeling, if it existed, to fear or to indolence ?—I should put it down a good deal to indolence.

Mr. *Ryland.*

Have you anything to say with regard to pension and furlough ?—On this subject I have already expressed my views. On the subject of leave, I wish to say that I think the Native has no cause to complain of his leave rules. As far as we know, he never avails himself of them to the extent he is entitled to do. But the European is in a serious dilemma. For instance, the leave rules vary. There are certain selected officers who, like myself, are allowed 6 years' leave, the difference between them and Civilians being that not a single day of our leave counts towards service for pension. Then there are District Superintendents who are not in the selected list, and they are only allowed 2½ years' leave in the whole of their service unless on medical certificate. On the subject of pension, I would observe that the pension rules in 1831 were more favorable than the present pension rules, because 2½ years of leave reckoned towards service for pension, whereas now none is allowed. Again, the limit of age was 16 years, whereas now it is 22, and service before that age does not count. And, lastly, there is the serious loss which is caused by the fall in exchange. Formerly £500 and even more was fixed as pension under the old rules; now they only give £460. The Native who lives in this country is consequently far better off than the European who has to go to his home disappointed after doing good service.

Have you any B. As in the Force ?—I remember one man whom I had under me at Rajshahye. He turned out a first rate Inspector.

Mr. *Veasey.*

Could he ride ?—Oh, yes. I refer to Dena Bunduk Boonuk. He is now at Darjeeling.

Mr. *Ryland.*

Is he the only B. A. you have had experience of ?—Yes.

WITNESS No. IV—*22nd March 1887.*

Examination of E. M. SHOWERS, Esq., Assistant Inspector General, Railway Police.

Showers, Esq.

The *President.*

I have been 20 years in the Service. I joined as an Assistant District Superintendent.

Mr. *Veasey.*

I think the present system of appointing Assistant District Superintendents is as good as any. I do not think any change is necessary, nor that any examination is required; nor do I see the necessity for a medical examination, as unfit men would not be appointed. I would not promote from the rank of Inspector to Assistant District Superintendent; the majority of Inspectors are Natives. I think the upper grades should be manned exclusively by Europeans.

My experience is that Native Officers are not fit to be placed in charge of districts; they would be unduly lax; they are not active in the way of supervision. I have European Inspectors under me. I think it would be a mistake to promote them. I think direct appointments would give better officers. The Inspectors are not so well educated as the men who take direct appointments.

On the Railway Police I would not give a European less than Rs. 80 per mensem. The duties of the Railway Police differ from those of the District Police. There is much less enquiry into crimes. I recruit from up-country men and Mahomedans. I do not care for Bengalis, except for office work. The Railway Police are brought much into contact with Europeans. There is considerable difficulty in getting recruits owing to the lowness of pay.

The *President.*

Of the men recently appointed as Assistant Superintendents, I have seen only three or four. I cannot say whether they underwent any examination in England. I have had experience of Deputy Magistrates in charge of sub-divisions. One or two Police Inspectors have been promoted to Deputy Magistrateships. Those officers had supervisional functions.

The Hon'ble Maulvi *Abdul Jubbar.*

Inspectors exercise supervision; they will do what comes before them, but will not initiate action. Some European officers are also lax. A Native will investigate cases better than a European Officer. I do not think we should get better men in the lower grades if they had prospects of promotion to the higher grades.

Mr. *Ryland.*

As compared with Europeans, Natives are almost useless to prevent riots occurring. I think the rules of the Force as regards pension and furlough are unduly harsh. We are allowed only two years' leave during our whole service, and that does not count for pension. Other officers in the same Department are entitled to more liberal furlough, which, however, does not count for pension. Also service before the age of 22 does not count for pension.

The *President.*

A District Superintendent has considerable patronage both in first appointments and promotions. Appointments of outsiders above the rank of Constable must be approved by the Magistrate.

WITNESS No. V—*22nd March 1887.*

Babu Jadub Chunder Deb.

Examination of BABU JADUB CHUNDER DEB, Assistant Superintendent.

The *President.*

I entered the Police Force in the North-Western Provinces as an Inspector on Rs. 50 on October 3rd, 1862. After a service of two years I resigned, and was appointed to the Bengal Force in 1865 as a Sub-Inspector. In the following month I was appointed Inspector, and, after from time to time officiating, I was finally appointed as Assistant Superintendent. I am a Native of Calcutta and a Kyasth by caste. I have a brother who is 3rd Clerk in the Office of the Director General of Public Instruction. I was nominated to act as Assistant Superintendent originally by Mr. Monro, Inspector General. I would not alter the present system of appointment to Assistant Superintendentships. A cautious selection is, I think, the best. I would approve of a qualifying examination of the nature of the present Departmental examination before appointment. If there were two or more candidates whom I regarded as equally qualified after enquiry, I would have a competitive examination between them.

I have not yet held charge of a district. Bribery and corruption are much less rife in the Force than they used to be, and persons would not be deterred by fear of the Police from bringing forward charges of such things if they existed.

I would promote Inspectors to Assistant Superintendentships only in exceptional cases. Inspectors of the 1st grade are usually aged men, who are looking forward to their pension, and would not care to change their condition. The men

The *President*—contd.

who are now joining the Police Force are better educated than they were before, and the Force is greatly improved. Men take Head Constableships because they hope in a few years to obtain Inspectorships.

The Hon'ble Maulvi *Abdul Jubbar.*

I do not think that the prospect of promotion to Deputy Superintendentships would have much the effect of attracting better men to the Sub-Inspectors' grade, as they would know they could not hope to run through the grades for a long number of years. Men qualified for that post would try to enter the Service in a higher grade. I think the Sub-Inspectors and Head Constables should form the lowest grade of officers, and a grade to themselves; the Inspectors an intermediate grade, and the Superintendents and Assistant Superintendents the higher grade. I would promote from a lower to a higher grade when men were fit for it, and also bring in outsiders. If that is the present system, I am in favor of it. I think different degrees of education are required in each grade.

Mr. *Ryland.*

I do not know any Native Inspector in the Force who is fit for the charge of a district, nor any European or Eurasian Inspector.

Mr. *Veasey.*

I do not think eligible candidates are deterred by the hardships attendant on a Policeman's work.

WITNESS No. VI—*22nd March 1887.*

H. C. Clogstoun, Esq.

Examination of H. C. CLOGSTOUN, Esq., Officiating District Superintendent of Police.

The *President.*

I entered the Bengal Police Force in 1882 as Assistant Superintendent, and have held officiating charge of a district from time to time, and am now Officiating District Superintendent of Howrah. I was educated at Wellington College. I do not think there is any necessity for making any change in the present system of appointing Assistant Superintendents.

It may be that we should get better men by another system, but I think we now get as good men as we want. I do not think that a qualifying examination is requisite before appointment, because an Assistant Superintendent requires tact and temper and a habit of command which are not secured by the study of books; and although, no doubt, a man is the better for some technical and other knowledge, that is now sufficiently tested after appointment by the Departmental examinations.

I have not met with any Inspectors that I think fit for promotion to Assistant Superintendentships. The class of Constables best suited for town duty are up-country men, and our Head Constables are mostly up-country men. We get a good deal of escort duty, and our reserve hardly ever exceeds 10 men. I prefer up-country men to Bengalis for escort work.

The *President*—contd.

The Bengali fails in method and looking after details.

I have frequently seen instances of insubordination on the part of up-country Constables to Bengali officers.

The Hon'ble Maulvi *Abdul Jubbar.*

I know the gentleman whose name you have shown me. I do not think him so qualified for the post of Assistant Superintendent as for his present post. I consider him an excellent officer.

Mr. *Veasey.*

I think he would take the promotion, but I believe he has another appointment in view.

The Hon'ble Maulvi *Abdul Jubbar.*

I have found that Mahomedans exact obedience more than a Bengali can do.

The *President.*

The up-country men are men from Shahabad and Sarun, and some are from the eastern districts of the North-Western Provinces.

Witness No. VII—*22nd March 1887.*

Examination of Babu Brojendra Nath Chatterji, Inspector of Police, 2nd grade, Calcutta Police Force.

The *President.*

I entered the Bengal Police in 1875 or thereabouts as Sub-Inspector. I remained in that Force for two years, and then I resigned and entered the Calcutta Police as Sub-Inspector. I was promoted to an Inspectorship about two years later. I am a voluntary witness.

I desire to say that there is no fixed regulation regarding the appointment of officers to the Calcutta Police. The posts of Inspectors are given sometimes to outsiders and sometimes to European and Native Constables by gradual promotion. I object to that system, because no man who is really educated and conscientious would enter in the lowest grade; and, as a matter of course, they are corrupt, because their pay is insufficient to maintain themselves; and although they get to higher and better paid posts gradually, they cannot shake off their old habits. I make these objections as well respecting the Bengal as the Calcutta Force. The educated Europeans and Natives dislike to take service in the lower grades, because men in those grades are despised and the appointments are very insecure. Men are reduced and dismissed for very frivolous offences. There are also no fixed rules for promotion, and it is a matter often of pure patronage; at other times it is governed by the number of detected cases a man is supposed to have brought to light. This I dislike, because it in my experience leads them to get convictions by fair or foul means. In order to secure the favor of their superiors, they trump up false witnesses and extort confessions unduly. In some cases no doubt the persons accused are guilty; in others they are not.

To improve the present condition of the Police, I propose that there should be a qualifying examination, and that appointments should be given accordingly, and promotion regulated by seniority and general character during the whole period of service, and that honesty should be encouraged. I object to a man's obtaining promotion for the detection of a single case.

The status of the Inspectors should be improved by opening the grade of Assistant Superintendents to them. I would amalgamate the Bengal and the Calcutta Forces, and place them both under the Inspector General of Police.

Formerly, Darogahs, *i.e.*, Sub-Inspectors, but on better pay, were appointed Deputy Magistrates, and this induced several good men to enter the Service; but since a stop has been virtually put to this promotion, good men have refrained from entering the Police. Of the men who have recently been so appointed, one is the son of a Deputy Magistrate of great influence, and has served in the Police for two years.

The Hon'ble Mr. *Quinton.*

The system I speak of was in vogue before the Act of 1861 came into operation. In promoting a man, I would put aside altogether the number of the cases returned as detected. I would judge from the details of the actual work of a man. My experience is that successful detection of crime is often the result of chance, and often of extortion.

Mr. *Veasey.*

My remarks apply in some respects both to the Bengal and to the Calcutta Force. Men in the lower grades in both services are despised both by the people and by their superior officers. I do not mean all superior officers. They do not trust them, and they have no regard for their feelings.

I know that when a man is dismissed or reduced, he can appeal.

I have no intimate acquaintance with the rules relating to appeal.

My experience of the Bengal Police ceased 9 years ago, and I do not know whether the evils of which I have spoken still exist in that Force.

I would admit to Sub-Inspectorships and upwards only by open competitive examination.

Good men will not enter the Force as Head Constables.

The Hon'ble Maulvi *Abdul Jubbar.*

I have seen four or five Deputy Magistrates who had been Darogahs.

Mr. *Ryland.*

I referred to Native Policemen when I said that convictions were obtained by foul means. My remark also applies to some Europeans I have known in the Calcutta Force.

I speak from private information when I say that the evidence was false in cases in which there has been a conviction.

I have heard of such cases frequently. I have not brought them to the notice of my superiors.

Generally in the cases to which I refer the charge is true, but the evidence untrue.

In Bengal, no doubt, Bengalis would succeed in an open competition for Inspectorships. They are not, in my judgment, inferior to up-country men and Mahomedans as Police Officers. For the last 8 years I have been doing night duty without having been in default once. I patrol every night for three hours on dark nights, and for two hours on moonlight nights, and I investigate cases when necessary afterwards. I am a pure Bengali, a high caste Brahman, and a member of a respectable family. My promotion has been very fairly rapid. I believe in the long run I have succeeded as well as any man in the Force, and I believe I owe my promotion to my general character.

I was educated at the Berhampur College up to the Matriculation standard.

Witness No. VIII—*22nd March 1887.*

Examination of J. J. B. Coles, Esq., Principal of the Doveton College, Calcutta.

The *President.*

I am Principal of the Doveton College. I have held that office for 7 years.

The number of scholars at the Doveton College vary; at present there are 200. The upper classes consist of Anglo-Indian and Eurasian youths, and a few Europeans. They are sons of the upper classes of Anglo-Indian Society, men who hold good posts in the service of Government, or who practise professions. Many of the parents are not well off, but are still anxious to secure for their children the best education they can. About 20 or 30 present themselves yearly for the University Examination. Only a few can afford to keep their sons so long at school as would enable them to take the B.A. degree. We have passed 13 students in the B. A., of whom 6 were Anglo-Indians and Eurasians, during the last two years. This was exceptional. The others were Native students of the higher classes. We are obliged to admit a certain percentage of Natives in order to obtain the Government grant for higher education. In my judgment it would have been better if this condition had not been imposed.

There is of course a great mixture of classes of boys, both as to physique, home advantages, and moral character; but some of the European and Eurasian boys are in every respect equal to boys who have received an education in Europe. Being habituated to the climate, they possess advantages for service in the country over many who are brought out. About 10 or 12 boys leave the College every year who are the equals in physique, moral character, and education of the candidates who present themselves at the examinations for the Army in England.

Sir George Kellner was educated at the institution which afterwards became the Doveton. Mr. Kiernander and Mr. Sutherland, late of the Covenanted Civil Service, were educated at our College, as were also a large number of gentlemen who are now distinguished members of the professions of Law and Medicine in the city, or are highly respected members of the Covenanted Service. A European student of the College recently took the second place among 40 nominated candidates for three appointments in the Opium Department, and at the competition for a junior Government clerkship, where there was a keen competition with Native candidates, another student of the College obtained the third place.

I know St. Paul's School, Darjeeling. There are about 150 boys there; they are Europeans and Eurasians, principally of the more wealthy classes, as the school is expensive. There are boys there as good in respect of physique and character as the Doveton boys, and they read up to the First Arts standard. In physique they have an advantage over us. On a recent occasion they beat us at cricket and football, but we found the players were principally our own boys who had been transferred to the hill school for the sake of the climate.

In the Martinière they educate about 120 boys, and in St. James's School about 100 of much the same classes as ours; while in St. Xavier's College they educate 300 or 400, many of whom are of poorer parents than our students.

Mr. *Veasey.*

About 50 per cent. of our students belong to the better class of Europeans and Eurasians. The majority leave the school at or between the ages of 15 to 17; a fourth of the students are boarders, 50 out of 200. I am not aware that any Doveton boy has as yet obtained an Assistant Superintendentship in the Police.

Mr. *Ryland.*

The education at the English Colleges costs more than at the Government Colleges, yet they are preferred by reason of the better training and tone they give. I have occasionally applications from Native parents to admit their children as boarders, and many applications to admit them as day scholars, and we could largely increase our numbers if we accepted them. The Government does not allow us to admit more than 25 per cent. of Natives in the school.

All the students of the Doveton are more or less acquainted with the vernacular.

I know that boys are withdrawn from the Doveton at an early age because their parents despair to obtain appointments in the Public Service for them. A youth yesterday, the son of a respectable Government servant, the fairly educated son of a fairly educated man, asked me for a certificate before leaving the school to take the post of stoker on the Railway. Several of our most promising boys have left to take appointments on Rs. 40 to Rs. 60 a month.

A boy went last year to the Punjab to take up an appointment on Rs. 50 at an outpost on the Railway.

I am not aware of a single nomination having been given to a Doveton boy.

The Hon'ble Maulvi *Abdul Jubbar.*

Both Mahomedan and Hindu parents have applied to me to take their sons as boarders. A wealthy Hindu merchant of this city made such an application a few months ago. We have from time to time admitted sons of Native families of good position. We have now the two sons of a Mahomedan prince, and there are sons of another Mahomedan of high rank at St. Paul's School, Darjeeling.

The *President.*

A percentage of the boys are quite fit for employment in the Police.

The Hon'ble Mr. *Quinton.*

The boys were not accustomed to the monitorial system of English schools, but I have introduced it.

Mr. *Veasey.*

I do not think they would accept a 1st grade Sub-Inspectorship of Police on Rs. 80 at an isolated thannah. But it would depend on the prospects of promotion, because those who would be suited for such a post could do better elsewhere.

Bengal.

Police.

Section III.

J. J. B. Coles, Esq.

The *President.*

If there was a prospect of their getting the appointment of Assistant Superintendent of Police afterwards, they would take any pay, and serve at any place. I have several who would be perfectly fit to go to the jungle and hold their own. Three or four are very anxious to enter the Forest Department. One of my best students, and best at

The *President*—contd.

cricket and manly games, asked me to get him into the Police, and I applied for him, and was informed that he could not be received, as he was not a pure European. I wrote and spoke about the matter to the Private Secretary to His Honor the Lieutenant-Governor.

WITNESS No. IX—*26th March 1887.*

C. A. Samuells, Esq.

Examination of C. A. SAMUELLS, Esq., B. C. S., Collector of Customs, Calcutta.

The *President.*

You are a member of the Bengal Civil Service, a Magistrate of the 3rd grade, and Collector of Customs?—Yes.

You were for some time in the mufasal?—Yes. I was many years in the mufasal, and served there in all grades of the Service up to that of Magistrate of a district.

Are you acquainted with the various classes who seek appointments in the superior grades of the Police?—Only in so far as they come before me as Assistant Superintendents.

Do you know many Assistant Superintendents?—Yes.

What is your opinion of the qualifications of the young men educated in England who now receive appointments in the Police Force?—They are distinctly athletic young men; possibly somewhat deficient in educational acquirements, but in every respect fit for the work.

Are you acquainted with the educational institutions of this Presidency in which European boys born in the country and Eurasians are educated?—I have a slight acquaintance with them.

Do you think there are any boys of those classes who would be equal to the present Assistant Superintendents?—I have seen several of the sons of planters and others who have never left the country, and many of them I know at this moment whom I should think equally as competent as the young men who come out from England.

Whom you would consider equal in education to the English youths?—Not inferior certainly to the majority of English youths.

Are they fit for out-door work?—They have been brought up to it.

Are there any of the classes to which you refer now in the Police?—I am not aware that they have hitherto been excluded as a class. I recollect one who is in the Police at this moment, who has never left the country, the son of European parents, and educated at Mussoorie. He is one of the best District Superintendents.

The *President*—contd.

There is another young fellow I know. I do not think he was entirely educated in this country. I believe he went home for a couple of years, but he and his brothers were brought up almost entirely out here. He is a very good man, and in athletics generally manages to carry off the first prizes.

Do you know any Mahomedans or Sikhs who have obtained Inspectors' posts in the Police of this Presidency?—I have no recollection of any.

Or who have obtained District or Assistant Superintendentships?—None that I know of. I have known Sikh Head Constables. Their educational qualifications are generally not sufficient to carry them higher. I think there is one Hindu District Superintendent.

Do you know him at all?—No.

Or any of the Native Assistant Superintendents?—No.

Do you think that up-country Native Head Constables receive such promotion as their merits entitle them to expect?—Their promotion is of course impeded by their want of education, but they are evidently considered trustworthly and reliable, because while, as a rule, Bengali Head Constables are never put in charge of treasury guards, they are.

Mr. *Veasey.*

Have you ever had anything to do with the Police of large towns?—Yes, that is to say, such large towns as Rajshahye, Hughli, and Muzaffarpur. I have had to do with the Hughli Police as Assistant Magistrate.

What classes do you consider furnish the best Constables for town work chiefly consisting of night duty?—Up-country men certainly. I might explain the remark by saying that up-country men generally, I think, take to what resembles military duty better than Bengalis.

The *President.*

For detection purposes which make the better Police?—Each man in his own country.

WITNESS No. X—*30th March 1887.*

Revd. A. W. Atkinson.

Examination of the Revd. AUGUSTUS WILLIAM ATKINSON, Principal of the Martinière College.

The *President.*

I graduated at Trinity College, Dublin. I subsequently engaged in tuition in Ireland and in England.

The *President*—contd.

In 1876 I came to India to take charge of Bishop Corrie's School at Madras. That school was intended for members of the Church of England.

Bengal.
Police.
Section III.
Revd. A. W. Atkinson.

The pupils were principally, almost exclusively, domiciled Europeans or Eurasians. Out of 26 pupils, not more than 10 were Natives. I subsequently accepted the office of Principal of the Martinière College in this city. There are at present 173 pupils at that institution. All, with two exceptions, are domiciled Europeans or Eurasians. The school is exclusively for Christians; there are two Burman boys.

Quite 50 per cent. of the boys in the Martinière are pure Europeans. There are many boys in the school whom I think would be quite fit to become Assistant Superintendents of Police—physically very fit, and morally and intellectually fit also. I consider that about six boys a year of those who complete their education at the institution would be fit for such employment. I lay stress upon physical qualifications, because for more than a generation the students have been pre-eminent for skill in field games, especially foot-ball. There are boys of the same class also being educated at other institutions in Calcutta, namely, the Doveton College, St. Xavier's College, St. James', though, with a prejudice which I hope is justifiable, I think we have rather the best of the class. There are also boys of the same class educated at St. Paul's College, Darjeeling. They are gentlemanly lads, but somewhat wanting in polish, not intentionally, but because they regard a sort of brusqueness as a mark of independence.

The Martinière has numbered among its pupils the following distinguished men:—The Advocate General, Mr. G. C. Paul, Mr. A. W. Wilson, Senior Wrangler, Mr. W. W. McNair, F. G. S., and several who have attained eminence in the profession of law and medicine and in the service of Government. The following is a list of some who are known to me as having received their education at the Martinière:—

A. W. Wilson (Steele)	Senior Wrangler, Cambridge.
G. C. Paul	Advocate General, Calcutta.
J. C. Vertannes	Superintending Engineer, Public Works Department.
G. A. Lorimer	Professor, Madrassa, Calcutta.
A. S. Phillips	„ Patna.
A. F. Lingham	Judge, Small Cause Court, Rangoon.
A. J. Read	Barrister-at-Law, Calcutta.
P. S. John	„ „ Patna.
A. Shircore	„ „ Lahore.
T. R. Read	Professor, Lucknow Martinière.
H. F. Stevens	Indian Telegraph Department.
G. B. McNair	Solicitor, Calcutta.
W. W. McNair	Survey Department; explored Chitral.
N. Belletty	„ „
H. R. Littlewood	„ „
R. C. D. Ewing	„ „
W. H. D. Ewing	„ „
R. Smart	„ „
Dr. Lethbridge	Indian Medical Service.
Dr. Shircore	
Dr. Moffat	
Dr. Avetoom	
B. Rattray	Police Department (Assistant Superintendent).
Revd. C. Westerhout	Chaplain, Ghaziabad.
A. Westerhout	Anderson, Wright & Co.
H. M. Adams	Assistant Engineers, Public Works Department.
A. Adams	
J. H. Williams	
W. B. Gwyther	
J. Gwyther	
Merces	
A. G. Bremner	

Section IV.—Written Evidence.

No. I—H. G. Cooke, Esq., Magistrate of Purnea.

Bengal.

Police.

Section IV.

H. G. Cooke, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been a District Magistrate since 1879, with the exception of some intervals during which I was on leave or reverted to a Joint Magistrate's duties.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have no experience of Natives as District and Assistant Superintendents.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I do not think that the present mode of recruitment secures as good men as can be procured for the Service. There is nothing to exclude gross incompetency, and it has not been excluded in the past. From what I have seen of recent nominations, a higher class of men has been secured in the past ten years than was formerly obtained. Still I think an educational test is desirable, after nomination, to eliminate nominees conspicuously wanting in capacity for business, so far as an examination can serve that end. Assistant Superintendents obtained by the appointment of young men educated in England are competent to do the work that is required of them. In the first few years, and so long as they are not officiating as District Superintendents, their duties are extremely simple and light. As officiating District Superintendents, they are qualified to perform the work that occupies most of a District Superintendent's time fairly well. It would be in the highest duties of a Police Officer, the guiding of an investigation where detective instinct and an intimate knowledge of the Natives is required, that they would fail; but then to find a European officer with the above detective capacity is extremely rare, even in the highest grades of the Service. I have scarcely ever seen it attempted, the supervision exercised consisting of little more than passing routine orders on the reports of subordinates. Perhaps the system is to blame, but detective capacity is very rare in the Service so far as I have seen. A good deal of the officer's time is spent in correspondence, accounts, routine work, questions of discipline, &c., and the first duty of a policeman, the prevention and detection of crime, is lost sight of. This defect is aggravated in the case of an officer new to the country by his ignorance of the language and want of experience of the people.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	I should say two years at least are necessary to make an officer appointed from Europe fairly efficient.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Certainly; young men educated in this country have the advantage of knowing the language and the people. In the case of the pure Asiatic of Lower Bengal, he is inferior physically, he is less energetic, has less courage and manliness, he has not the same devotion to duty, and has seldom the same notions of honor as European gentlemen.

	These defects counterbalance the shortcomings of the European Officer. With regard to domiciled Europeans and Eurasians, the former, and in some cases the latter also, are not inferior in any respect to Europeans (imported), and possess certain advantages in the knowledge of the language and the people.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would not advocate the appointment of Natives other than those of the classes last alluded to either ordinarily on in exceptional cases to the post of District and Assistant Superintendent.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I do not think that any one of these difficulties are insuperable if the principal is to be recognized at all. (*a*) The military duties of a District Superintendent in Bengal are not beyond the capacity of a Bengali Babu. (*b*) Cases of disturbance of the peace by turbulent religious sects practically do not occur in Bengal, or are excessively rare. (*c*) It would never be contemplated to have all District Superintendents Natives, and it would be easy to arrange for the Native District Superintendents being sent to districts where resident non-official Europeans are rare.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Such appointments do not commend themselves to me. I consider the promotion of Inspectors as objectionable as the appointment of new men as Assistant Superintendents; the former have risen from the lowest grades of the Service; and though in the process they have gained much experience, they have passed through such iniquity as to unfit them for responsible duties; and as for new men, I have found the Native very slow indeed to acquire aptitude in duties that are new to him; he is conspicuously wanting in resource, and requires a groove to run on such as is supplied by a long apprenticeship. I think that Native outsiders would be very inferior to the young officers at present appointed.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	On no account would I appoint Inspectors as Assistant and District Superintendents.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I am acquainted with the existing rules relating to the recruitment of Inspectors. I would not make any change in them. An Inspector should be acquainted with all the iniquities of his calling; he should be selected from among the smartest of Sub-Inspectors; he should keep the Sub-Inspectors and Head Constables within bounds, and should supply the necessary detective impetus that may be lacking among his subordinates. I think these qualifications can only be secured by the present system of appointment.

No. II—W. E. Peterson, Esq., Inspector of Police, Bankipore.

W. E. Peterson, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	In my capacity as Inspector of Bengal Police.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	No answer.

Bengal.

Police.

Section IV.

W. E. Peterson, Esq.

Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	No answer.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	No. I would have promotions from the grade of Inspectors (Europeans and Eurasians). This method would necessitate, in the first instance, the appointment of Inspectors from a different class of men, who would join on the present terms with the prospect of promotion to the superior grade.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	The inefficiency lies in the want of knowledge of customs and language of the country and in their ignorance of the law as well as in their want of experience of the general working and duties of the subordinate staff.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	It depends entirely upon the ability and energy an officer is possessed of. On an average I should think two years enough to enable an officer to acquire a fair knowledge of the general working of the Police Department.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	They certainly possess the advantage of the knowledge of the customs and language of the country (Bengali and Hindi). They are quicker in picking up the duties of the subordinate staff, being familiar with the language, and get a better practical knowledge of the work. They, as a rule, know how to deal better with the Natives than an officer just out from England can be expected to. The advantages would not be counterbalanced if the officers were selected judiciously.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	In very exceptional cases.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	From experience I know that Natives— (*a*) detest any sort of military training, and they can very seldom maintain discipline; nor can they do strict justice to their subordinates, being influenced in many instances by caste ties and religious prejudices. (*b*) Religious prejudices would deter them often from acting rightly with regard to this point also. They are, as a rule, wanting in courage and determination. (*c*) Natives whenever they have an opportunity make a provision of appointment for every member of their family, and any non-official European who may accidentally offend any one of them would incur the displeasure of the superior officer as well, and would stand little or no chance of being heard.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	If the question be entertained at all, I would advocate the promotion of Inspectors, as they are already acquainted with the work, and it would safe time and blundering.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	No answer.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes. European and Eurasian Inspectors, provided they are socially, morally, and educationally fit for the appointments.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Holding out the prospect of a promotion to a superior grade would no doubt induce men of a better educated class and higher standing to offer their services.

No III—Babu MOHENDRA NATH HAZRA, District Superintendent of Police, Khulna, Jessore.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	My connection with the Police Department for about 24 years. I began service as an Inspector of Police, and served in several districts as Inspector, Assistant Superintendent, and District Superintendent of Police.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	They were generally efficient, but Europeans domiciled in India are better disciplinarians than Detective Officers.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I do not consider the present mode of recruitment of Assistant Superintendents secures as good men as could be desired for the Service. I would recommend appointment through the door of competitive examination, which can only secure the best men.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Some of them no doubt prove efficient, but their ignorance of the vernacular language and manners and customs of the country detracts from their utility as Police Officers in the investigation of cases and dealing with the Natives.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	After a probation of 5 years they become fairly acquainted with their duties.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in this country no doubt possess more advantages than those educated in England by their better knowledge of the vernacular language and of the manners and customs of the country; and that advantage, I do not consider, is counterbalanced by inferiority in any other respect.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Ordinarily, fixing a proportion of one-third.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to dischange; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	In the districts of Bengal, a District Superintendent of Police has little or no *quasi*-military duties, nor does the necessity of keeping the peace between turbulent religious sects arise. It has never come to my experience that the presence of non-official Europeans in a district prevented a Native Police Officer doing his duty boldly and efficiently. I say this from my Assam experience.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would prefer having new men appointed as Assistant Superintendents by competitive examination, and, in exceptional cases, I would promote also Inspectors of Police for meritorious service in the Department.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	In my opinion University Graduates would be the proper persons for admission in the competitive examinations for such appointments on subjects of Criminal, Excise, Salt, and Opium Laws, &c., and rules of Police Procedure. The fitness of a person to serve in the Police Department can be judged from his intelligence and general manners.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Only in exceptional cases.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Few outsiders are taken in as Inspectors. English-knowing Sub-Inspectors are, as a rule, promoted to that grade. Men of higher education do not care to enter the Department as Inspectors in the absence of prospects of promotion in the Department.

Bengal.

Police.

Section IV.

W. J. Kilby, Esq.

No. IV—W. J. Kilby, Esq., District Superintendent of Police, Rungpur.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been District Superintendent in many districts in Bengal for about 17 years, and consequently the work of the different classes of officers has come before me.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had no experience of Native District Superintendents. I have had only one Native Assistant Superintendent (Bengali) under me, and that for only a few days. He attended office during these few days, and did the ordinary office work of an Assistant Superintendent satisfactorily. Another Bengali Native Assistant was a very clever detective and smart officer, but the Judge of the District (who was offered a seat in the High Court afterwards) put no trust in him.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	This question is answered by answer No. 2. As the office work was done satisfactorily for the few days, the officer, so far as my experience of him went, must be considered efficient.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	Yes. I am of opinion, considering the small pay that Police Officers get, that the present mode of recruitment secures as good men as could be procured for the Service for the money. If occasionally rather dull young men find their way into the Department, it is the fault of the officer who makes the appointments, as there is no want of candidates to select from. Before being made permanent, he should pass an examination to show that he has been fairly educated, and should also be examined and passed by a doctor.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Yes; the Assistant Superintendents obtained by the appointment of young men educated in England are usually efficient. Where they are not so, it is the fault of the officer who selected them, and not the mode of recruitment.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Any intelligent Assistant Superintendent can, if the District Superintendent takes a little trouble with him, become efficient in six months after appointment.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in India usually start with a knowledge of Hindustani, and consequently are at first more useful than young men just out from England. I have had very little experience of Assistants who were brought up in India, my Assistants having, with one exception, been young men from England. Of the two I would certainly select the man who had been brought up in England. He would usually be more energetic and physically stronger if he had not other qualities also. The one Assistant who was brought up in the country was only with me a short time.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would not advocate the appointment of Natives to the office of District Superintendent neither— (*a*) ordinarily, nor (*b*) in exceptional cases; but as regards Assistant Superintendents, I think it is desirable that there should be a small percentage of Natives who should be retained for special duties as superior detectives. No other grade gives sufficient pay for a first rate Native detective.

Bengal.

Police.

Section IV.

W. J. Kilby, Esq.

Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	The appointment of Natives would probably be attended with difficulty (*a*) in the performance of the *quasi*-military duties that all District Superintendents have; (*b*) also in keeping the peace between turbulent religious sects; (*c*) and to the presence of non-official Europeans in the districts. A non-official European and an Indigo Planter, for instance, who quarrelled with the Native District Superintendent, might be put to great trouble by the Police secretly stirring up his ryots against him. The District Superintendent could instigate his subordinates to do this without himself appearing in the matter. An Indigo Planter would have a bad enemy in a District Superintendent of this sort.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors; or bring in new men as Assistant Superintendents?	Ordinarily I would not appoint Natives as Assistant Superintendents, but in exceptional cases I would promote Inspectors to be Assistant Superintendents as a reward for long and distinguished service. As they would probably enter the grade after they were 45, they would not get to the top of the grade before they were 53, so there would be no difficulty about making them District Superintendents, as they would have to retire at 55. There is no way of ascertaining fitness except by actual work in the Department.
If the latter, what qualification should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	I would not appoint new men at all. I do not think that the qualifications required could be ascertained without some service in the Police. A Native Assistant should be a good detective in case his services be required on any special duty by Government. An Assistant Superintendent who was merely an ordinary well educated Babu would be no better than an Inspector. Mere education will not make a good Police Officer. A good Police Officer must be intelligent, honest, active, hardy, have no fear of responsibility, not be easily discouraged by difficulty, have experience and courage, and above all things take an interest in his work.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes. I would promote Inspectors to be Assistant Superintendents, but never to be District Superintendents.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Inspectors are selected from amongst Sub-Inspectors. A yearly return goes from each district to the Inspector General showing the Sub-Inspectors in the 1st and 2nd grades, and opposite each name it is noted whether the Sub-Inspector is considered fit to be an Inspector. This appears to be the best way of selecting Inspectors. It would be risky to put in a completely new man into one of these appointments without the opportunity that long service gives of showing whether he has the qualities that I have noted before are required to make a good officer. It by no means follows that every well educated, intelligent, and respectable Babu would make a good Inspector. Men may be found who are honest and intelligent, but are afraid of responsibility, or, having these qualities, are naturally lazy or sickly, or cannot bear exposure and fatigue, or have no influence on their subordinates. The Inspector General when selecting from the numerous Sub-Inspectors who are well reported of has little trouble in finding a fit man for the appointment. As a rule, in every district the Inspectors of Police are a very intelligent, reliable, honest, and respectable class of Government servants, and this view will, I think, be supported by most Magistrates.

Bengal.

Police.

Section IV.

W. J. Kilby, Esq.

It occurs to me that one great difficulty in putting Natives into the appointment of District Superintendent is that they are not fit to go to every place it might be necessary to send a District Superintendent, and that they would have to be kept for certain small and unimportant places; this would make it exceedingly difficult for the Inspector General to make arrangements for the whole Province. A District Superintendent is one day a Commandant of a Frontier Police who are really soldiers, and the next day in charge of a quiet Bengali district. The Native District Superintendent could not be moved about in this way; places would have to be purposely selected for him.

J. B. Birch, Esq.

No. V—J. B. Birch, Esq., District Superintendent of Police, Shahabad.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	During the last 24 years I have served in some 21 districts in the Bengal Presidency as Assistant and District Superintendent, and have had opportunities of becoming acquainted with the work of different classes of Police Officers.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had experience of the work of Natives (pure Asiatics) as District and Assistant Superintendents, but not of Eurasians.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	They were not efficient. They were afraid of responsibility and not energetic enough.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I think that the present mode of reecruitment for Assistant Superintendents secures as good men as can be procured for the Service.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	The Assistant Superintendents (obtained by the appointment of young men educated in England) are efficient as a rule.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	In my experience it takes young men educated in England about 3 years to become efficient after their appointment.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in this country possess no advantage except a better knowledge of the language, which is in my opinion counterbalanced by fear of responsibility and supineness. I speak of course of Natives. I have not met Europeans educated in the country.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would not advocate the appointment of Natives to the office of District Superintendent at all, and to the office of Assistant Superintendent would in exceptional cases only.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I see difficulty likely to attend such appointments owing (*a*) to the *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	In advocating the appointment of Natives to the office of Assistant Superintendents, I only advocate exceptionally good Inspectors being so appointed for approved service; new men should not in my opinion be brought in.

Bengal.

Police.

Section IV.

J. B. Birch, Esq.,

Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I cannot say that I am fully acquainted with all the existing rules relating to the recruitment of Inspectors, and am therefore not in a position to propose any change in them.

No. VI—A. H. GILES, Esq., District Superintendent of Police, Burdwan.

A. H. Giles, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have served in the Police Department for 24 years in the capacities of Assistant District Superintendent, District Superintendent, and Deputy Inspector General. My experience extends, more or less, to 20 districts of Bengal. I have also acted as Personal Assistant to the Inspector General of Police and as Deputy Commissioner of Police in Calcutta.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had experience of all the classes mentioned working in the capacities of Assistant District Superintendent and District Superintendent.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	I have only known one or two instances of European Assistant District Superintendents and District Superintendents brought up entirely in India. They were efficient in every respect, rather above the average than otherwise. In the first instance, a considerable number of Eurasians were appointed to the Bengal Police, and many of them were deficient in intellect and in character; the latter, I think, by reason of their early training. These were gradually weeded out, and those that remained were men of exceptional ability, but not always men who commanded respect. Among the pure Asiatics, I have found able and trustworthy men. They, however, always lacked independence of spirit in their relations with their superiors; their ideas of discipline were vague, being an imperfect imitation of Western ideas; and having passed the meridian of life, they were wanting in activity and energy.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I do not. I think that these appointments should be offered to the men who stand highest on the list of rejected candidates for the higher and better paid branches of the Civil Service. The present mode is patronage pure and simple, tempered by subsequent examinations, which are often a farce. If a man cannot pass them, he is pretty sure to be exempted sooner or latter. Clever young men take their brains to a better market than the Police, the consequence being that the Police usually gets those of the sons of men having interest who have failed elsewhere. The system has perhaps raised the "tone" of the Service from a social point of view, and that is all.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	There are few, if any, who can be called absolutely inefficient. There are some, a small minority, who are thoroughly efficient in every respect. The average of ability is, I think, considerably below what it should and might be. Their deficiency carries itself in a want of general intelligence and of inclination or aptitude to acquaint themselves with the languages and customs of the people they have to deal with. They are often averse to study of any kind. On the other hand, they are sometimes dashing young men of active habits and excellent disposition.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Few, I think, are fit to hold the appointment of District Superintendent till they have served 3 or 4 years. Others take much longer to mature, say, 5 or 6 years. Some may perhaps never be fit.

Bengal.

Police.

Section IV,

A. H. Giles, Esq.

Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	*Cæteris paribus*, young men educated in this country, whether Europeans, Eurasians, or Natives, certainly become efficient sooner than young men from England. They are already well acquainted with the language and customs of the people, and it is the attainment of this knowledge that young men from England find so difficult. In the case of pure Europeans (I speak only of the class from which Assistant District Superintendents are likely to be drawn), the disadvantage of being educated in this country is quite counterbalanced by the advantages. In the case of Eurasians, this is hardly so, as their surroundings are usually different. I have no experience of Native Police Officers educated in England. I should think that, judged by a Western standard, they would be superior in every respect to Natives educated in this country.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I think that the offices mentioned should be open to young Natives as well as to Europeans. I would, however, only open them to Natives who had had a proper training either in Europe or in India. I mean such a training as, combined with the necessary ability, would, under the existing rules, qualify for admission to the Covenanted Civil Service. Such a training could, I believe, be imparted to youths in this country by the establishment in salubrious places of boarding institutions under Government supervision.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I see no difficulty. (*a*) A *properly trained* Native (see last answer) would be quite equal to the discharge of the *quasi*-military duties a District Superintendent as such is called upon to discharge in Bengal. The people he would have to deal with would be of his own race—an extremely quiet and manageable race. He might not perhaps be fit for soldiering on the frontiers, but this is equally the case with some European District Superintendents. This is special duty hardly appertaining to the office of District Superintendent. I would not send a Bengali to serve in the Police of the Punjab or North-Western Provinces. Apart from other considerations, his knowledge of his countrymen would be thrown away; (*b*) whilst the Magistrate of the District remains the Head of the Police, and is a European, there would be no difficulty on this score. Even if he were a Native *properly trained* (see answer to Question No. 8), there would be little risk of his acting the partizan. Were he inclined to do so, he would hardly submit to the guidance of a subordinate, whether European or Native. At worst the difficulty would be no greater than exists in Ireland at the present moment; (*c*) if the Natives appointed were of a proper stamp, the non-official Europeans could have no reasonable objection to them.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would ordinarily bring in new men, promoting Inspectors only in exceptional cases.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	Youth, health, activity, morality (according to Western standard), intelligence, education. I would secure these by tests similar to those used to secure them for the Covenanted Civil Service.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes; in exceptional cases. One Assistant District Superintendentship might be given to Inspectors yearly. They would rarely rise to become District Superintendents by reason of age, so the proportion of these men in the force would

Bengal.

Police.

Section IV.

A. H. Giles, Esq.

	never become large. The Inspector General might annually nominate three and the Government select one. This would help to secure a better class of subordinate officers. As a rule, Inspectors when promoted to the higher ranks are getting too old to work energetically. This difficulty is even found with Sub-Inspectors promoted to the rank of Inspector. Men too old and inactive for service in the Police are often fit for service elsewhere, and some *limbus* should, I think, be provided for such men. Brokendown Police Officers might often, I think, advantageously finish the last years of their service as Sub-Registrars.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	The rules for the recruitment of Inspectors would be satisfactory enough if the class from which they have to be selected were improved. I refer to the Sub-Inspectors. They are sometimes pitchforked into their posts with no knowledge whatever of their duties, and press of work prevents them from ever attaining this knowledge thoroughly; others are men of inferior education who have established a claim to promotion by industry and natural shrewdness. No man should, I think, be promoted to or enlisted in these important posts till he has passed an examination in general education, and the law and rules affecting the Police Department.

No. VII—F. Wyer, Esq., c.s., Magistrate of Dacca.

F. Wyer, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been in charge of different districts for the last 16 years, and before that was Joint Magistrate and Assistant Magistrate for 9 years.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I had one pure Native District Superintendent under me for about a year, who did his work fairly well, but not so well as the run of Europeans. Two Europeans domiciled in India, or rather Eurasians, were very good officers, but were not to be trusted in all their statements; in fact, would on occasion soften down their statements of facts so as to mislead, even if they did not state what was absolutely false.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I am unable to suggest any change unless the appointments were thrown open to competition. I doubt if that would be an improvement.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	At first they don't know anything of the language of the people. With some experience they generally become efficient. Two or three years is sufficient.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	The great advantage young men educated in the country possess is their knowledge of the language and manners of the Natives. Their inferiority is most marked in their being somewhat lethargic, and somewhat lax in their idea of the necessity of always speaking the truth.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would allow this in only very exceptional cases in which the appointment was earned by exceptional merit in the grade of Inspector. The difficulty likely to attend the appointment of Natives is given in (*a*), (*b*), (*c*) of the following question.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	The last three questions are answered above.

Bengal.

Police.

Section IV.

T. Wyer, Esq.

If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents? If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree? Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I have no changes to suggest.

F. S. Barrow, Esq.

No. VIII—F. S. **Barrow**, Esq., c.s., Officiating Magistrate and Collector, Furreedpore.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have had 15 years' actual service in district work.
Meaning by "Natives" Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had no experience of the work of "Natives" as District Superintendents or Assistant Superintendents. To the best of my belief, there has been no such officer in any district I have served in.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so? Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	In my opinion the present officers are not good at Police work (in its proper sense). In the military or *quasi*-military duties they have to perform, they are generally very competent.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency? How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Owing to their want of training, I think few Assistant Superintendents become efficient. I think Natives (I use the term in its ordinary sense) might be appointed Assistant Superintendents, provided their duties only extended to supervising the criminal work. For the discipline of the Force, and to enable it to keep the peace, European Superintendents are absolutely necessary. In order to improve the training of Superintendents, I would, as a rule, appoint them from the Subordinate Executive Service, recruiting specially for that purpose. That Service might consist (inclusive of Superintendents) one-quarter of Europeans, one-eight (59) of Mahomedans, and the remainder of Hindus; the proportion of each element to be strictly fixed. Of the Europeans again, a certain fixed proportion might be chosen from those domiciled in this country. Mahomedans are in some ways superior to Hindus for executive posts, though not so good in judicial ones. Hindus are inclined to be too timid and soft for Police duties; they are clever too in concealing corruption, and have not so much individuality. This makes them have closer connections with their friends and relatives.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Natives of European extraction might be District Superintendents, but not others. But ordinary Natives might be Assistant Superintendents, provided they had European supervision for disciplinary purposes.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I would very seldom appoint from the grade of Inspectors.

Bengal.
Police.
Section IV.
F. S. Barrow, Esq.

If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents? If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	As I have already said, I would choose Assistant Superintendents from the Subordinate Executive Service, except a few for frontier work. The latter might be selected from candidates who had failed for the Army at home, or all the English members of the Subordinate Executive might be so appointed, while the domiciled Europeans might be selected by a limited competition, special regard being paid to physical qualities.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	I would very rarely promote Inspectors to Assistant Superintendentships.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Inspectors are, as a rule, appointed from the ordinary District Police. There is something to be said for the practice, and something against it. Most Sub-Inspectors are so corrupt as to be unfit to be promoted. Their malpractices are of course well known in the Department, and as Inspectors they cannot be expected to check others. On the other hand, if no Inspectorships are given away locally, there are no prizes for the best officers. I would adopt neither mode to the exclusion of the other.

No. IX—A. W. B. Power, Esq., Magistrate of Shahabad.

A. W. B. Power, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Nineteen years' service in the Executive Branch of the Civil Service. I have been in continuous charge of a district (omitting leave) from the beginning of 1874 to date.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	A Native Assistant Superintendent of Police was for a short time employed in a district of which I was then in charge. When Assistant Magistrate, I was in the same station with an Assistant Superintendent of Police who was not a pure European, though he would not confess to being a Eurasian.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	Neither of them was efficient; the former had, I believe, done good work in the earlier years of his service; and though when I knew him he was not elderly according to European ideas, he was past his work, and almost useless from obesity and laziness; the latter was hopelessly stupid and timid: he could not pass the Departmental examinations, and was removed from the Service.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	No; there is no test of intellectual or educational qualifications. I recommend the system which prevailed, and for all that I know still prevails, for recruiting the officers of the Irish Constabulary, *i.e.*—(1) nomination of a number of candidates for each vacancy; (2) competition among the nominees; and (3) a proportion of marks awarded for "physique."
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	They are fairly efficient in my opinion as a class, but their standard of efficiency is not high. Many of them are, I believe, youths who have failed to pass the intellectual tests at home.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	I have had very little experience of Assistant Superintendents for more than a few months at a time. I never had an opportunity of watching the career of any one individual.

Bengal.

Police.

Section IV.

A. W. B. Power, Esq.

Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Naturally they possess an advantage in their familiarity with the vernacular. This advantage is counterbalanced by their want of "grit."
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Not ordinarily, and only in *very* exceptional cases.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	Yes.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Such appointments do not commend themselves to me, but if insisted on I would appoint new men of high social status as Assistant Superintendents.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	The qualifications should be— (1) A social status such as would command the respect of all Natives. I mean gentlemen before whom the ordinary Babu would not dare to appear in shoes or with his head uncovered. (2) Good physique. (3) Intelligence and activity. (4) A liberal education. For mode of selection, see reply to Question No. 4.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Rarely, if ever; only in case of very exceptional qualifications.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I have not studied them, but the result leaves much to be desired. I advocate the system described in reply to Question 4.

W. B. Oldham, Esq.

No. X—W. B. Oldham, Esq., Magistrate of Burdwan.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Eighteen years' actual residence as a Magistrate in Bengal, Orissa, and Behar; two years as Magistrate and Famine Officer in Madras.
Meaning by "Natives" Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	One was not efficient from debauched habits and local connections, which caused complaint and distrust. The others were efficient.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	No. An examination test is required and a probationary period as Inspectors, Sub-Inspectors, or even Head Constables. I would only promote Assistant Superintendents from Inspectors.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Certainly not at first. They are often idle, unsteady, and ignorant.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	In my early service it took 3 or 4 years. Now it takes at least one year. Probably two years.

Bengal.

Police.

Section IV.

W. B. Oldham, Esq.

Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Yes. They start with a knowledge of the language and country, and with some official experience, however indirectly gained. In the three instances which I know well, there has been no counterbalancing inferiority; but these three youths were brought up in the hills.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Yes; in exceptional cases at first, and with a view to making the appointments ordinary and those of Europeans exceptional. But this answer applies only to the advanced districts in Bengal proper, and to the district of Bellary in Madras (the only district I know well there), and not to Behar or Orissa, or such tracts in Bengal as the Santal Parganas, Darjeeling, or Chutia-Nagpur. For such places I would answer (*b*) "in exceptional cases."
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	Still speaking for Lower Bengal proper, (*a*) I think the reserves, that is, whatever represents the *quasi*-military force, should be officered by Europeans, though Natives did very well in the Keoghar campaign of 1868, and the Santal disturbances of 1881. (*b*) I cannot say. I have no experience except that I have known a Deputy Magistrate in such a case (a petty one) to have shewn partiality. I am inclined to think that there would be difficulty. (*c*) No; not if my standard of appointments is kept to.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	A very few of the present Inspectors might be appointed. I would admit Native youths to the Subordinate Police with the express prospect of becoming Inspectors, and then Assistant Superintendents (*vide* answer 4).
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	Respectable character, standing, and connections; good physical qualifications, as well of course as intelligence and education, to be tested by competitive examination. The examination for physical qualifications to be a real and not a sham one, and to be competitive.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Not the present Inspectors, or only a very few of them (I can only think of one at present) (*vide* answers to Questions 4 and 10).
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I know the rules. The character of the Inspectors is not as good as might be expected for their pay and position. I would make attainment to that rank *without an examination test* impossible for outsiders, and almost as rare for Sub-Inspectors as promotion from the non-commissioned to the commissioned ranks in the British Army. I would give every possible encouragement to Sub-Inspectors to pass the test.

No. XI—E. V. Westmacott, Esq., c.s., Magistrate of Howrah.

E. V. Westmacott, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Commencing my service in 1863, it was principally as a Judicial Officer that I was able to observe the work of Police Officers for the first 10 years; but as Assistant Magistrate, I accompanied the late Mr. T. Maltby, when he was organizing the new Police in the district of Backergunj, and saw much of the constitution of the Force. For the last 14 years, with occasional absence on furlough or on special duty, I have as District Magistrate been head of the Police in the districts of Bogra, Dinagepur, Noakholly, Dacca, and Howrah, receiving daily reports, frequently visiting Police stations, and being in constant communication with the District Superintendents as to the working of the Force.

Bengal.

Police.

Section IV.

E. V. Westmacott, Esq.

Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	When I took charge at Dinagepur in 1875, a Bengali Hindu had been for some time in charge of the District Police; while engaged on the transport of grain during the famine of 1874, a Bengali Hindu Assistant Superintendent of Police was my principal Assistant. I do not remember any other instances of Native District or Assistant Superintendent with whom I have actually served.
Were they or were they not efficient; and, if efficient, in what respect do you consider them to have been so?	The District Police under the Native District Superintendent had got into a thoroughly slack state. Inefficient officers had been placed or retained in positions for which they were absolutely unfit, and we were obliged to enter upon a strict course of punishment and dismissal before we could get the Force into working order. It was quite clear that it had been in the hands of an officer too weak and amiable to deal with faults as is necessary, and it had deteriorated accordingly. The Assistant Superintendent who worked with me on famine duty was as active and zealous as any officer could be, taking the greatest possible interest in his work, and doing all he could to please me. I have, however, had no opportunity of observing his later career during which he has been District Superintendent of Police. His name is Mohendro Nath Hazra.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I believe the present mode of recruitment for Assistant Superintendentships is nomination by the Lieutenant-Governor of young gentlemen whose parents are known to him, and I think this mode secures as good men as could be procured for the Service. The son of an English gentleman is presumably educated at home and at school in principles of honorable conduct, knowledge of right and wrong, conscientiousness and self-discipline, and will generally take pleasure in doing his work well for its own sake, apart from any desire to secure the approbation of his superiors. I do not suggest any change in the mode of appointment.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	I think the Assistant Superintendents obtained by the appointment of young men educated in England are generally efficient; some, of course, more so than others, but there is no particular respect in which inefficiency is shown.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	A young man educated in England is fairly efficient as soon as he can speak the vernacular fluently. This should be in about a year. Much time is wasted in making these lads study law for examinations. There is ample machinery for keeping them straight in their law, and what we want is that they should speak the vernacular and read it in manuscript fluently. If a lad were made to read one of the daily reports aloud to his superior officer every day (that officer being able to read it himself and correct him), that lad would be a better officer in 3 months than most of them are in a year. What we want of him is to supervise the working of a large body of men who are none of them conscientious, and for that we want a man whose training affords some guarantee that he is conscientious himself.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Considering, as I do, that lads educated in this country are reared in a low moral atmosphere, I think they must be vastly inferior to lads with European training in all the qualities we require in our supervising officers, except fluency in the vernaculars; and I do not think their superiority

Bengal.

Police.

Section IV.

E. V. Westmacott, Esq.

	in this latter respect worth enough to counterbalance their inferiority in everything else, physical as well as moral. In visiting schools in this country, I am invariably struck by the utter absence of discipline under Native teachers. The boys come or stay away, work or idle as they choose, neither parent nor master exercising any control over them, and the masters setting them the worst possible example in punctuality and conscientiousness. No boy with such a training can ever be fit for a position of command.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Ordinarily, I certainly cannot advocate the appointment of Bengalis to the offices of Assistant District Superintendent or District Superintendent, because I think them wanting in conscientiousness and self-discipline, firmness and promptness in situations of difficulty, and strictness in dealing with the faults of subordinates. Very few Bengalis can resist a whining appeal for mercy from a culprit, especially if backed by the supplications of persons whose caste, position, or relationship induce him to listen to them. I would not say that in exceptional cases Natives should not be appointed. If I could find a Native possessed of what I consider the necessary qualifications, I would as soon have him as a European. I would exclude no Native because he is a Native, but would appoint a qualified man wherever I could find him. I cannot remember meeting with any Native in whom I could feel the confidence which I feel in the average English gentleman.
Do you see any difficulty likely to attend such a course owing (*a*) to the *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	Except in frontier districts, a District Superintendent has very little *quasi*-military work to do; but where such work has to be done, I doubt whether any Bengali, especially of the educated classes, could do it. I have, however, known Natives of other parts of India who could be trusted to deal with men with arms in their hands. I should not like to trust any Native to keep the peace between turbulent religious sects, especially if he belonged to one of them himself, and where there are non-official Europeans no Native should be trusted with power. This has been rendered more impossible than it ever was since the Native newspapers have been stirring up race feeling by malicious misrepresentation of Europeans, and emphasising every fault that Europeans may commit.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I have already said that I would appoint really qualified men wherever I could find them.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	I have already stated my opinion that the necessary qualifications are conscientiousness, knowledge of right and wrong, physical and moral courage, and a habit of discipline. I would presume that such qualities are to be found in the sons of English gentlemen educated in English public schools, and would ask for no competitive examination, or anything beyond a certificate of character from the Head Master of a public school. We want lads who have been trained by the Latin Grammar and the Bible, and by the healthy moral atmosphere of a large public school. After a certain period of service, I would test their knowledge of the vernacular languages. If a lad turns out to be wanting in the qualifications which I have indicated, we must get rid of him.

Bengal.

Police.

Section IV.

E. V. Westmacott, Esq.

Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	I would promote Inspectors to Assistant Superintendentships or District Superintendentships unless I found any specially qualified men among them. The ordinary Bengali Inspectors are quite unfit for such promotion. They want strict supervision.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I believe Inspectors are generally promoted from Sub-Inspectorships, and I do not know that we can get better men. Some Deputy Magistrates would make good Inspectors, but the pay would not attract them, and most of them are of too sedentary habits for the work. A Sub-Inspector has been compelled to move about.

General Remarks.

In considering the questions, I have thought of Natives principally as Bengalis. I do not think Europeans domiciled in India or Eurasians are generally qualified for the duty of supervision, which is what we want our District Superintendents for. The Assistant Superintendents are in training for District Superintendentships. If, however, such Europeans or Eurasians are sent to England for education, they may become qualified; but I do not think they can become so in the schools of this country, or unless thoroughly severed during the period of adolescence from Native surroundings. It is true that they may have certain advantages over Asiatics in being brought up to a certain extent to know what a gentleman ought to be; but this cannot be instilled into them in India so thoroughly as in England. We want these officers solely for the duty of supervision, to see that others do their work; and for this we must get lads who are gentlemen in every sense of the word, and turn them out if we find them wanting. I have not found the men we want among Asiatics, who will do admirable work if well supervised, but have not the conscientiousness and sense of right and wrong, or the firmness necessary for supervising others, or for working without close supervision themselves.

R. H. Wilson, Esq.

No. XII—R. H. Wilson, Esq., c.s., Officiating Commissioner, Burdwan Division.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Twenty years of actual residence, during ten of which I have been a Magistrate.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	The one Bengali Assistant Superintendent whom I have known was efficient, but past his prime. The two European Assistants domiciled in India with whom I am acquainted are both decidedly above the average in efficiency, and one of them is the most promising young Police Officer I know.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	No. Every third vacancy amongst Assistant Superintendents should, I think, be filled by promoting an Inspector. This would have an excellent effect on the lower grades of the Service, and there would probably soon be no difficulty in finding a sufficient number of Inspectors well qualified for promotion. It is not an easy matter to say how the remaining two vacancies out of every three should be filled. In the present state of exchange, the Service, offering as it does a salary

Bengal.

Police.

Section IV.

R. H. Wilson, Esq.

	of only about Rs. 500 or Rs. 600 a month after 20 years' service, and a maximum pension of Rs. 500, is not suited for Europeans domiciled in England, and better men would, I think, be secured if recruitment were confined to Natives of India in the widest sense. The difficulty lies in deciding how Natives of India should be selected. Competition would not do, because the qualities required in the Police are not those which an examination could test, and, at all events amongst Bengalis, the young men who would shine most in an examination are not those who would make the best Police Officers. A system of combined nomination and competition would be better, but it is open in a less degree to the same objection. Of three or five nominated candidates, it would not be the best man for Police purposes that won. There would also be difficulties arising from the necessity which exists for having a considerable number of officers of European blood. On the whole, I am disposed to think that if the field of selection be confined to Natives of India in the wide sense, nomination pure and simple, followed by a period of probation, would give better results than any other system. The Local Government would be altogether relieved from the kind of personal pressure in favor of unfit candidates, which it is now most difficult to resist.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Some of them are efficient, and a few of them decidedly so; but the majority are deficient in seriousness and intelligence.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	From 3 to 5 years.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Decidedly, and for Police purposes I do not think there is any counterbalancing inferiority.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinary, or (*b*) in exceptional cases?	As stated in answer 4, I would fill every third vacancy by promoting an Inspector, who would generally be of Indian blood. Of the remaining two vacancies, out of three about half might, I think, with advantage be of Indian blood. But this is a detail which would require careful consideration from time to time.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity of keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	In most districts of Lower Bengal proper and Orissa there are no *quasi*-military duties which a suitable officer of Indian blood might not efficiently discharge. In Behar and a few of the Eastern districts an officer of European blood is necessary. Serious difficulties between different sects seldom occur; and if a sufficient proportion of officers of European blood is retained in the Force, they can be employed in exceptional cases. When non-official Europeans are in such a position that they seldom personally take part in any questionable transactions in which they may be concerned, it does not, generally speaking, much matter whether the Police Officer is of Indian or European blood so long as the Magistrate is a European. Indeed, a Native of the country, if thoroughly upright, can get at the truth of an obscure transaction better than even a European domiciled and bred in India, and much better than a man bred in England. This is a case of most indigo districts. In some tea districts there is more chance of having to deal with Euro-

Bengal.

Police.

Section IV.

R. H. Wilson, Esq.

	pean criminals, and therefore more need for Police Officers of European blood. In such a place as Chittagong, where there are numerous European seamen, it is absolutely necessary that not only the District and Assistant Superintendent, but also some of the inferior Police Officers should be of European blood. But in exceptional cases of this, there is a proper proportion of European blood in the Force.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I have answered this question above.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	I have answered this question above.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I am acquainted with the rules regarding the appointments of Inspectors, and see no need for change. The number of outsiders appointed is small, and should continue to be so. Any system under which the bulk of the Inspectors were not men who had gained experience of Police work by passing through the lower grades of the Service would inevitably result in diminished efficiency. The Inspectors should be, and to a great extent are, the backbone of the Service, and inexperienced men, however upright and well educated, would be absolutely useless.

Babu Shoshi Bhusan Bose.

No. XIII—Babu SHOSHI BHUSAN BOSE, Inspector of Police, Khulna.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been serving in the Police Department for nearly 21 years, and have had ample opportunities of seeing the work of the different classes of Police Officers.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	I have found the majority of European and Eurasian Officers somewhat inefficient, so far as investigation and detection of crime are concerned. Purely Native Officers are not so energetic as Europeans and Eurasian Officers are.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	No; I would suggest that recruitment should be made from three different sources—*1st*, from Europeans of good family selected by some educational test and knowledge of Criminal Laws and Police Circulars; *2nd*, from Natives of good family selected by the same test; *3rd*, from among Inspectors of Police who entered the Department in rank not below that of Sub-Inspectors, and have given proof of good work and honesty, and who belong to respectable families; and the appointments should be made on probation for 3 years.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	They are generally ignorant of the language of the country and habits of the people; efficiency cannot be expected from such men.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	They become fairly efficient in 5 or 6 years, so far as routine work is concerned.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	The advantage possessed by young men educated in this country is somewhat counterbalanced by the want of energy.

Bengal.

Police.

Section IV.

Babu Shoshi Bhus Bose.

Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases? Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I do. Taking into consideration the circumstance of all the Police duties, a definite portion may be selected from Natives. As far as I am aware, military men should be posted to the frontier districts, European Officers to where the people are turbulent, and at other places Natives or Europeans may be posted as circumstances may render necessary. So far as I am aware, the Civil District and Assistant Superintendents in rare cases perform any *quasi*-military duties. The supervision of detection of crime is a far more important matter, and Natives are expected to do better in this branch of the work.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	This has been answered above.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	(*a*) As a rule, physical fitness to be certified by Medical Officers and good descent. (*b*) Education in any certain recognized College or University up to a fixed standard to be proved by the possession of a degree or the certificates of the proper authorities. (*c*) Possession of knowledge of Criminal Laws and Police Circulars and Native languages to be ascertained by examination.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes; answered above.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Yes; Inspectors should be selected from among educated men of respectable family by competition test, as stated in paragraph (*b*), and educated Sub-Inspectors of tried ability and honesty, and who entered Service as Sub-Inspector, should be appointed as Inspector.

No. XIV—H. Munro, Esq., Assistant Inspector General, Government Railway Police.

H. Munro, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Nearly 22 years' service in the Police in Bengal and Behar. I have served in seven districts in Bengal and three in Behar, among them Backergunj and Burdwan in Bengal; Muzaffarpur and Shahabad in Behar,—all large and important districts.
Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Have had no opportunity of seeing the work of the class mentioned as District Superintendents or Assistants.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I do not consider the present mode of recruitment for Assistant Superintendents a good one. I would suggest that sons of officers who have spent the best part of their lives in the Police Department should have a prior claim to appointments in the Police. In order to make selections, I would propose a list of the sons of Police Officers being made; in other words, a "roll" should be kept of men wishing to enter the Police. This roll should contain all particulars of the boy's education, giving the name of the school and the length of time he was there. I would allow such applicants every facility for acquiring Police work. They could live at any station and attend the District Superintendent's office and see how work is carried on, and every 6 months, or whenever vacancies occur, an examination could be held, and the applicants' qualifications tested and the successful candidates appointed, such training to carry no pay with it.

Possibly there are many who would be quite unfitted for Police work from defective physique or some diseases which would be detrimental to Police work, and I would suggest a thorough medical examination of candidates. I am suggesting sons of Police Officers should have a prior claim ; but this need not stop others whose fathers have served in Government employ from competing, for it might so happen that sons of Police Officers fail to pass the test, or are physically unfit for Police duties.

By this means a successful candidate enters the Department as a help to his District Superintendent instead of the latter having to teach him everything.

Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respects do they show inefficiency ?

As far as I have seen, I considered those who served under me efficient.

How long in your experience does it take young men educated in England to become fairly efficient after their appointment ?

One year at least before a man can be said to be fairly efficient in ordinary Police duties.

Do young men educated in this country possess any advantage in this respect ; and, if so, is that advantage counterbalanced by inferiority in any other respect ?

A young man educated in this country has the advantage of knowing the language; and as promotion depends chiefly on examinations, the advantage is an important one for the young man ; but I do not consider the mere fact of the man knowing the language makes him a good Police Officer. A knowledge of the language does not always mean a knowledge of the Native. He comes in contact for the most part with Natives only ; his ideas are cramped ; he cannot take a broad view of things in general ; his experience of mankind is confined to Natives, and he lacks stamina of a lad brought up in England. Of course there are men who have not been able to give their sons an English education on account of the expense attending it ; that is the boy's misfortune, not his fault, and he should not altogether be barred from entering the Service.

Young men brought up in a public school at home have their wits about them as a rule, have mixed with all classes, are accustomed to severe discipline, and are better able when commencing life to instil discipline into others over whom they have control.

In this respect I think they make up for the disadvantage of not knowing the language.

Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent—

(*a*) ordinarily, or

(*b*) in exceptional cases ?

(*a*) Certainly not.

(*b*) No.

Would you promote Inspectors to Assistant Superintendentships and District Superintendentships ?

I have had a thorough experience of Inspectors, many of them good men. I allow when directly under European supervision.

Inspectors, as a rule, can work out a case when it suits them, but in any emergency, such as a big riot, the management of cases in which Europeans are concerned, the military duties connected with the Police, he is nowhere. There are few Inspectors who take what I call a real interest in their work. They lack energy, and can never originate any plan for improving Police administration. Nothing will induce them to depart from what has been a custom with their predecessors. In many instances, the Natives in

	the districts which I have served have implored me to depute my European Assistant, or go myself and enquire into their cases, in preference to their own countryman taking them up, particularly in those where the rich are on one side and the poor on the other ; the inference is suggestive. The idea of appointing Natives to be Assistant Superintendents of Police is to be deprecated, and I am sure the mass of the population would sooner see a European Assistant Superintendent at a sub-division than a Native of this country ; and if ever it should come to pass that Natives are appointed to the post of District Superintendents and Assistants, the lot of the poorer classes will be dismal indeed.
Are you acquainted with the existing rules relating to the recruitment of Inspectors ? Would you make any change in them ?	Yes. And I would, when a vacancy occurs in the grade of Inspectors, call up the first six Sub-Inspectors on the list, and make them undergo an examination to see if they are physically fit to perform the out-of-door duties of an Inspector.

PROCEEDINGS

OF

THE SUB-COMMITTEE,

PUBLIC SERVICE COMMISSION.

NORTH-WESTERN PROVINCES AND OUDH.

Police.

Section I.—Note by the Sub-Committee.

North-Western Provinces and Oudh.

Police.

Section I.

The Force consists of over 22,000 men, and is officered by 59 superior and 189 inferior officers drawing R100 and upwards.

The Inspector General, as in Bengal, is a Covenanted Civilian. The office has been once held by a Military officer. There are two Deputy Inspectors General, one of whom is a Military, the other an Uncovenanted officer. The Assistant Inspector General on a salary of R800 belongs to the latter class, and is a European domiciled in India. There are 46 District Superintendents, of whom 31 are Europeans not domiciled in India (there are 9 Military Commissioned officers included in them), 14 are domiciled Europeans, and 1 is a Mahomedan. These officers are divided into grades, of which the pay at present ranges from R400 to R1,000; but under a reorganization made in 1879, when it comes into full effect on the retirement of senior officers, the highest pay will be R800.

There are 9 Assistant Superintendents or Assistant District Superintendents on pay ranging from R250 to R400. Of these officers, 5 are Europeans not domiciled in India, 2 are Europeans domiciled in India, 1 is a Eurasian, and 1 is a Mahomedan.

Among the 59 superior officers of the Force, there are thus 2 Natives of India of unmixed descent, 1 Eurasian, 17 Europeans domiciled in India, and 39 Europeans not so domiciled.

Admission to the grade of District Superintendent is, unless in very exceptional cases, by promotion from the grade of Assistant District Superintendent; and Deputy Inspectors General are promoted from District Superintendents, so that, as in Bengal, an Assistant District Superintendentship is the door of entrance to the superior grades.

Appointments to Assistant District Superintendentships are made on a system of pure nomination by the Lieutenant-Governor. No technical qualifications are essential. Nominees must be young, ordinarily under 25 years of age; they are appointed on probation, and must pass, within 2½ to 3 years after joining in vernacular, in Police Law and Procedure, and departmental rules and circulars, and in drill. This rule is enforced more strictly than in Bengal, as in several instances men were turned out lately for failing to pass the departmental examination.

Working of the present system.

The Inspector General lays down the following as the essential qualifications of a good District Superintendent: "He should be truthful, absolutely just with his men more or less hard—that is, not easily imposed upon and not easily be fooled. He should possess a good knowledge of men and of character, and be able to pick out the best agent for each kind of work. He should be a good judge of evidence and of probabilities, and know or acquire the knack of judging how much of a statement is probably true, and how much false. He must be a strict disciplinarian, and he must be an active man and a fairly good rider, so as to go wherever necessity and duty call him." Mr. Sidney Smith, District Superintendent, points out that the District Superintendent has, under the control of the Magistrate, the recruitment of the rank and file of the Force, and also the appointment of the clerical staff. The control exercised by the Magistrate in this matter is practically small, as he has no leisure for it.

Of the officers consulted, Mr. F. W. Porter, C.S., Magistrate of Allahabad, Mr. Sidney Smith, District Superintendent, and Mr. Berrill, Assistant Inspector General, Government Railway Police, would not alter the present system of recruitment for the grade of Assistant District Superintendent, while Mr. Hobart, Inspector General of Police, and Mr. Ward, Commissioner of Jhansi, think some change called for.

The remarks of Mr. Hobart are as follows. Writing of Europeans educated in England, and Europeans and Eurasians domiciled and educated in India, he says:—

> I find that 18 of each class have become Superintendents, and their work admits of honest appraisement. I consider the work of each class about equal. Seven or eight of each class are very mediocre men; two of each class are downright bad men.
>
> Most of the pure Europeans, indeed all of this class who have become District Superintendents, are men who have been picked up in this country. Some of them have come out to friends, some have come in from other callings, and some have been mere adventurers.

North-Western Provinces and Oudh.
—
Police.
—
Section I.

For the past two years or so, His Honor the Lieutenant-Governor has sent for some young men from home. But these young men are mostly Assistants, and their case will be taken up further on. Having regard then to the two classes which compose the bulk of our District Superintendents (and leaving out the Military and the Asiatic element), I can see but little, if any, difference between the domiciled European brought up at a hill school in this country, and the class of European who has hitherto been picked up in this country and presented to office. The English lad has been brought up among healthier surroundings, and has breathed a less immoral atmosphere when young. The hill-taught boy knows the language, and knows the character of the Native, and so settles more quickly to work. In the long run there is little to choose between the two sets of men. The pity is that the system has given us so many mediocre or poor officers. On the whole, I should say that the Indian-bred and educated boy is, as a rule, less candid and less energetic than the lad brought up at home.

I do not think that the present system of recruitment secures the best stamp of Assistant District Superintendents. Of late years young men have in some instances been brought out from home, but I cannot see that they are an improvement, except in social rank, on their predecessors. I assuredly think that there should be some sort of test applied before a man is allowed to enter the service. I would object to competition pure and simple, because there are qualities necessary to Police work which no examination will test, and which, though found in most school boys at home, cannot be confidently reckoned on in India. But it might be expected that a boy appointed to the Force would be a good rider and of unexceptionable physique. It might be established that his bringing up and his friends were respectable. It would be hardly too much to ask that he could write his mother-tongue correctly, and that he knew elementary mathematics. Some little guarantee that he had had a liberal education might be required, and he should have acquired so much knowledge of the language of India as to be able to converse a little therein, and to be able to read and write it a little; and in the case of boys or young men obtained in this country, it would be quite possible to find out all about their temper and habits before any claims were established, and to exclude the ill-tempered or debased.

I would recommend that two out of every three or one out of every two appointments be given to lads brought up at the hill schools of this country or educated at home and living out here, and that every second or third appointment be given to an English lad, and in the following way:

His Honor the Lieutenant-Governor might still exercise his power of nomination in this country. When a vacancy takes place, he might nominate six lads, and these young men might compete. A certain number of marks might be given for physique, for riding, for excellence in any athletic game; a certain number for knowledge of English in the form of writing, précis writing, and dictation, and a certain number for knowledge of arithmetic; and the boy who scored best might be selected. No boy should get more than two chances. And His Honor might submit his nomination list before each examination privately to his Inspector General, who should ascertain pretty accurately what each boy's character was and what his disposition, and what, in the case of boys educated in India, the name they bore at school, and then the Lieutenant-Governor might strike out the names of those who were not likely to turn out well. In this way some of the very bad men whom we have got would be excluded.

With regard to boys selected at home, and to whom every third (or, if need be, every second) vacancy might be given, I would restrict, if not abolish, the powers of nomination at present possessed by His Honor the Lieutenant-Governor and Chief Commissioner. One of several plans might be adopted—the appointment might be offered to the ten unsuccessful candidates immediately succeeding the last successful man at the Indian Civil Service, the Woolwich, or the Sandhurst examinations. The choice in each case might be given to the highest score in succession among the unsuccessful men. Each of the public schools might be given a nomination in turn, and the Head Master be requested to offer the appointment to a lad of promise—manly, truthful, shrewd, a leader of boys. In this way we would probably get a fine, high-minded, smart lad who would give the Force a certain tone which absolute recruitment in this country will never give it—the tone hitherto imparted by the now rapidly diminishing military element. These same men so selected should give some guarantee of their earnestness by passing an examination in Hindustani at home; or a special examination might be held at home in which proficiency in althletics, in manly games, in games of mental skill, such as whist, chess, even draughts might be awarded a certain number of marks.

In reply to the question as to how long in his experience it takes young men educated in England to become fairly efficient after their appointment, Mr. Hobart observes:—

About 3 years; but it all depends on the man; a smart man ought to be very useful in one year, and efficient in 18 months. The men we get take about 3 years. There should be three half-yearly examinations, and the lad who has not qualified in 18 months should be rejected finally.

Mr. Ward thinks that the present system gives a fairly good class of men, as good as would be likely to be got by any form of competitive examination; but he would have some form of qualifying examination before appointment, adding that an Assistant District Superintendent who cannot write an intelligible docket or test a figured statement is not of much use.

As to promotion of Inspectors to Assistant District Superintendents, Mr. Ward would apparently make such promotions, as a rule, if the men show themselves qualified. All the other officers consulted are averse to such promotions, unless in exceptional cases. It is agreed that the grade of Inspector should be looked on as the prize of the rank and file of the service, and that the qualifications for the superior offices would rarely be found among men so promoted. Mr. Sidney Smith makes the following remarks:

I do not think it desirable that candidates for the upper grades of the Police should be appointed to the Inspector's grade, because under existing orders these gentlemen receive all the training of Reserve Inspectors and even of clerks at head-quarters, before they are appointed to be Assistant District Superintendents. The Inspectorships should, as a rule, be regarded as prizes for the rank and file of the service.

Mr. Berrill points out that this custom does not obtain in the North-Western Provinces, and is opposed to such an arrangement for the reasons given by Mr. Smith.

Appointment of Natives to superior grades.

None of the witnesses examined and officers consulted would recommend the appointment of Natives ordinarily to the superior grades of the Police. Most, if not all, would allow of such appointments in exceptional cases.

Mr. Hobart, Inspector General, writes:

I do not advocate the appointment of Natives to the post of Assistant and District Superintendent of Police unless in very exceptional cases, because the class of Natives—fearless, well-bred, honest, English-knowing—who

North-Western Provinces and Oudh.
—
Police.
—
Section I.

would suitably fill the post does not care to hold it, and because our experience in these Provinces is not favorable. In 1875 and in 1879 great efforts were made to introduce the Native element. The first Native gentleman put in did not know English; he did his duty honestly and well; his want of knowledge of English was a great drawback; and, fine fellow though he undoubtedly was, he was open to social and religious influence. He was raised from the position of Inspector.

The next man in my mind was a young English-speaking gentleman of good family. He began badly, and he went from bad to worse till he could no longer be retained in the service. He was insubordinate, not quite truthful, and very vicious.

The next man I think of was a right good and approved Inspector. He did not care for the work, and preferred a Tahsildarship, which he obtained.

The next man was a young man of great promise. He was tried and found wanting.

The next whom I recollect was a young man of position and wealth who had served under foreign Governments. He had formed such inveterately lazy habits that he could not be got to work.

The next gentleman is still in the service. He took a long time to develop. He is in charge of a small district, and I could not recommend his responsibilities being increased.

The next gentleman appointed was a Tahsildar. The work was so distasteful to him that, although he got a favorite district, and was placed under the most sympathetic and kindly of our Superintendents, he would not stay.

The next Native gentleman selected was one of our best Inspectors. He has now got charge of a small district. His want of knowledge of English is a great drawback, as it is difficult for him to supervise the English office and the reception of confidential communications in English may perplex him.

I would say that the Government has tried, and honestly tried, all sorts and conditions of Natives who might reasonably be presumed to have the material in them for efficient workmen, and that, either from their fault or from our misfortune, we have not hit on the right man yet.

In reply to the question as to whether he saw any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans, Mr. Hobart observes:—

This question is very pertinent. I will give a few facts and figures. In these Provinces we have between 7,000 and 8,000 men trained to arms, who yearly go through a course of musketry; the maintenance of this large body in a state of training and efficiency is absolutely necessary, because of the vast number of prisoners and treasure which we are obliged to protect and escort in the heart of a country where violent crime has been rife for centuries.

We march on the side of Gwalior, Dutia and Bhurtpur, and the petty Bundelkhand States, with territory whence expeditions of organized dacoits are continually crossing into our districts. We have to keep down dacoiti within our own Provinces with a strong hand.

Above all, we have to govern a populace fermenting with fanaticism, and whom on the occasion of religious ceremonies we can with difficulty keep from flying at each other's throats.

Again, at the risk of being considered prolix, I will proceed by the light of actual experience. In Pilibhit two hostile masses of religious enthusiasts, Hindu and Mussalman, were only prevented from a desperate encounter by being fired on by the Police.

At Khurja the same thing happened. At Etawah the aggressive mob had to be charged by a British regiment. In Moradabad and in Bareilly whole streets were looted and given up to the fury of the fanatics. There is hardly a district which has not got its town to show where rioting has taken place or has been averted by the authorities being forewarned.

It is this state of feeling—this very bitter feeling—which makes it so necessary to keep up a strong armed force in these Provinces, and which renders it so difficult for any Native, however high-minded, to steer clear of the quicksands of religious feeling. And, however pure and simple-minded he may be, the followers of a rival creed will not believe in his impartiality at a time of excitement, and the effect is the same. * * *

I may be permitted to add, what is not much noticed, that there is more patronage in the Police than in any other Department. There is a large force of about 500 men on an average in each district. The appointment, promotion, transfer, and punishment of the men and officers give great patronage and great power. The social and religious influences brought to bear in the case of a Native District Superintendent of Police are enormous and almost irresistible. So difficult is the position that the best class of Native shrinks from it, and prefers any other kind of work. The man who can best and most wisely exercise this patronage and power is a European District Superintendent controlled more or less by his Magistrate.

In his official note the Inspector General had pointed out that the Lieutenant-Governor was anxious to introduce young Native gentlemen of education into the superior grades, but that the service was so far less popular with Native gentlemen of the stamp wanted than the revenue and executive branches that there was now a great difficulty in obtaining fit Natives for it. Mr. Sidney Smith dwelt on the difficulties in making appointments from Natives owing to the relations of the District Superintendent with the military authorities in large cantonments; and Mr. Berrill was opposed to such appointments from the want of strength to maintain discipline and efficiency or to withstand local influence in matters of promotion and transfers and of readiness to meet any emergency to be expected from Natives. He considered that they work well under a good officer, but become slack when this supervision is lost. Mr. F. W. Porter would appoint Natives to the offices of Assistant District Superintendent and District Superintendent only in very exceptional cases, and never in districts where there is a large European population. In a large district a District Superintendent is in some ways in much the same position as an officer commanding a Native regiment; and until a Native is considered fit to command a regiment, he would not appoint a Native Assistant District Superintendent. In cases of religious riots, a Native District Superintendent could not, as a rule, withstand the pressure which would be brought to bear upon him by his co-religionists, and in the matter of non-official European residents Mr. Porter is convinced that there would be endless difficulties. A Native Assistant District Superintendent or District Superintendent should possess the same qualifications as are required in a European, *viz.*, honesty and integrity, courage, both

North-Western Provinces and Oudh.

Police.

Section I.

moral and physical, and a thorough knowledge of English. Mr. Ward would appoint Natives in exceptional cases. He sees no difficulties in connection with religious riots or the *quasi*-military duties of District Superintendents, and thinks that Europeans are apt to underestimate the Natives' power of dealing with emergencies when left altogether to themselves. "It will be long," he thinks, "before Natives are qualified to be District Superintendents of Police or Assistant District Superintendents in a district where there are any considerable number of Europeans." He has known only one Native Inspector who would have made a good Assistant District Superintendent. He would as a rule bring in new men, who must be active, bold, honest, with a faculty for commanding others; such men as are, in his opinion, to be frequently found among Native officers in regiments. Mr. Irvine points out that a Native of a soldierly type might be obtained, who would discharge fairly well the *quasi*-military duties of a District Superintendent; but he would not be of sufficient education to perform the other duties, and the prevalence of religious riots and presence in districts of non-official Europeans are obstacles to the appointment of Natives.

Appointment of Inspectors.

There are 193 officers of this grade and 5 Sergeants of Police drawing salaries ranging from R100 to R200. The total is made up of—

17 non-domiciled Europeans
24 domiciled Europeans
19 Eurasians
58 Hindus
78 Mahomedans
2 Other races

The rules for appointment to this grade are thus shown by the Inspector General:

> With but few exceptions, Native Inspectors rise from the lower ranks of the Police. The best men, bearing the best character and of the best detective ability, are chosen after many years' service from among the Sub-Inspectors by the Inspector General. They are chosen from among men specially recommended by District Superintendents and Magistrates and by the Deputy Inspector General of Police, and after a very careful scrutiny of their past history and record. Occasionally, but very seldom, a Native gentleman is brought in from outside.
>
> European Inspectors are almost invariably appointed at once to the grade of Inspector. They are mostly domiciled Europeans or Eurasians with a sprinkling of soldiers. Rather less than one-fourth of the Inspectors are Europeans; the rest are Natives.
>
> I think that, considering the largeness of our Police Force—over 22,000 men; considering that nearly 8,000 of these are armed and trained men, and having regard to the religious animosity (at best but dormant) of the two great rival creeds, our proportion of Europeans is as small as is compatible with ordinary prudence, and with the safe-guarding of the common weal.

The evidence of Mr. Smith on this point was as follows:

> I think the Inspector grade should be as a rule regarded a prize for the rank and file of the service; but we must have a certain number of European Inspectors for stations where there is a large European population. Those European Inspectors should not be taken from the rank and file, because the class of men we want could not afford to live on the pay of the rank and file. We want a man as Reserve Inspector who possesses many of the qualities of a Non-Commissioned officer, but with a greater knowledge of office work than a Non-Commissioned officer usually has. The men we require for this service must be men considerably superior to the men who are usually appointed to the Police in England. They should be men of fair education and respectable parentage, because when District Superintendents go on leave, and there are no Assistant Superintendents to replace them, these men are put in to fill the appointments of the domiciled Europeans who hold the appointments of District Superintendents. At present the best of them are equal to the best Englishmen in the Force.

Mr. Porter gives the following opinion on the present system:

> Inspectors are, I believe, appointed in two ways—
>
> (1) by promotion from Sub-Inspectors;
>
> (2) by selection from outsiders appointed direct as Inspectors.
>
> The former is, I believe, by far the more usual course. I am inclined to think that results would be better and that a better class of men would be obtained if the second process was adopted oftener. Promotion from Sub-Inspector to Inspector should not, I hold, be given as a matter of course, but only as a reward for exceptional merit and tried good service. I would recommend the same system as in the case of District Superintendents of Police and Assistant District Superintendents of Police,—*viz.*, careful selection and nomination, a period of probation, and a test examination. I look upon the Inspectors as the backbone of the Police Force, and think they should be just as carefully selected as the Assistant District Superintendents of Police. A good lot of Inspectors can do more to raise the tone and efficiency of the Police Force of a district than the best District Superintendent.

Messrs. Ward and Irvine propose no alterations.

The respective duties of Inspectors, Sub-Inspectors, and Head Constables in charge of stations are given in the following extracts from the Police Manual for the North-Western Provinces and Oudh:—

> *Reserve Inspectors.*
>
> 2. The Reserve Inspector should invariably be a European. He will be called Head-Quarter Office and Reserve Inspector. His primary duties are connected with the training of newly enlisted men, the custody of the magazine, arms, and equipments. He will take charge of the office during the Superintendent's absence, and be held responsible for promptly reporting to the Magistrate of the district all information received. He will command escort parties where the amount of treasure to be escorted is large, or in case of convicts, when such are numerous, or consist of men of dangerous character or political importance; and, when in the station, he should be employed as constable or peace-officer in all cases in which Europeans are implicated. In the larger cantonments of Meerut, Agra, and Allahabad, two or more European Sergeants have been allotted to aid in the above

purpose, not only for the very large and frequent treasure escort, but also to meet the reqirement which had been felt for a European Officer to take charges made by or against Europeans unable to converse in the vernacular of the country. In Agra and Allahabad an additional Native Reserve Inspector is also allowed.

The European Reserve Inspector will not ordinarily be employed as a Visiting Inspector or for investigation of crime; but it is left to the discretion of the District Superintendent to employ him on such duties when the necessity arises.

Court Inspector.

30. A Court Inspector is allowed for every district, except Basti and Lalitpur. In these districts a Sub-Inspector does the duty of Court Inspector.

This officer should invariably be a Native, acquainted with Criminal Law of Procedure, and of irreproachable character.

His duty is to supervise the entire work devolving on the Police on duty in the several Courts; to see that all prisoners under trial, and whose cases are to be brought on for hearing, either on charge by the Police or by adjournments from previous hearing, and who may be in custody of the Police, are in attendance; that the Head Constables in each Court have acquired an insight into the cases to be brought on, and that they have possession of the special diaries, weapons, or property to be produced, and that they have witnesses in attendance. He should himself, by examination of the special diaries, see whether there is ground for asking for adjournment to obtain further evidence; and, if so, instruct the Head Constable to make such application, and in all cases when so directed by the District Superintendent, or, in the absence of the Superintendent, in all cases of grave importance, he should himself conduct the prosecution of the charge.

He should see that proper order is maintained throughout the court-house, and before the close of the day that all warrants have been endorsed to the officers of stations concerned, and that all orders have been abstracted from order-books and transmitted.

In cases committed for trial to the Sessions Court, he should report to the District Superintendent whether the Government Pleader has been employed by the Magistrate or no; and, if not, the grounds on which such assistance would be desirable; and, lastly, he should be careful to keep the District Superintendent promptly informed of all cases in which during trial there is apprehension of important failure, or in which charge of misconduct or inefficiency has been brought against the Police, and of the result of prosecution in all cases.

Visiting Inspectors.

41. Visiting Inspectors will be stationed at head-quarters, and shall be deputed from thence on tour of inspection of the stations and outposts.

A proportion of the Visiting Inspectors may be Europeans according to local circumstances. European Inspectors must be well-educated men, well conducted, and deserving of confidence in every way. They should be acquainted with the Urdu language, and encouraged and helped to master it.

The general duties of Visiting Inspectors are as follows:

I.—He is not an officer in charge of any Police station, but Inspector of the officers in charge of six or more stations forming a Police circle.

II.—As such his duties are to see that the officers and the subordinate Police of the circle perform their duties with promptitude and fidelity; that all occurrences and the employment of the Police are faithfully and correctly reported; that discipline of the Constabulary is maintained; that the subordinate officers and Constables are acquainted with the duties to be performed, or are being instructed therein; that their arms, accoutrements, and uniforms are in good order; and that good orderly conduct is maintained throughout his division, and that the station registers and records are properly maintained.

III.—He is the principal detective of his division, and the Police investigation of all heinous or grave crimes committed within the division devolves upon him. In order to be successful in detecting crime, it is his duty to have a general knowledge of the inhabitants of his division, more particularly of bad or suspected characters, and to see that Constables acquire and retain an intimate acquaintance with their beats.

IV.—Ordinarily he will not interfere directly with the proceedings of the local Police Officers in the investigation of crimes or detection of offenders, which is the duty of the officers in charge of the circles; but when qualified he can of course be employed in any way thought advisable. One danger must, in employing Inspectors as detectives, be avoided. District Superintendents of Police must bear in mind that the Executive Police Officers are responsible for the detection of crime, and that on every occasion that he employs an Inspector he relieves the Executive Police officer of his proper duty, and weakens the responsibility cast upon him. Except in cases committed by organized criminals, or in pursuance of a systematized plan, the Station Police should, under the guidance and directions of the Magistrate, and under training by the District Superintendent of Police, be competent for the discovery of all offences, and at all events they should not expect relief.

V.—He should see that the Police are respectful to the public whose servants they are.

VI.—He should take notice of all suspicious characters and wandering tribes.

VII.—He should bring to notice the good conduct of members of the Constabulary of all grades, and should unflinchingly report all shortcomings; for this purpose he should be deputed from head-quarters verbally instructed, so that the instructions may not become known as to what lines he should patrol, and he should return to head-quarters with notes of his observations.

VIII.—He should keep a diary when on tour, and record in the station inspection report book the result of his daily inspections. All orders to the subordinate Police which his reports call for should emanate from the District Superintendent of Police.

IX.—He is expected to be able to advise the District Superintendent or Magistrate on every subject connected with his division in a Police aspect, and to communicate to these officers the earliest information of any evil designs or seditious movements against Her Majesty's Government.

X.—He is responsible for the general good conduct, discipline, and honesty of the Police of his division, and as such bound to inform himself of the conduct and character of each man, and to report every instance of misconduct.

XI.—Inspectors should be acquainted with the Manual and Platoon Exercise, and be able to move a body of 100 men in such a way as to be able, backed by that force, to quell any serious riot, and also to be able to escort treasure or prisoners safely and with order and precision.

XII.—Each Inspector having a portion of the district allotted to him will record daily the work on which he was engaged; the Police stations or villages visited by him; the information conveyed to him, and any orders issued to the Police under him. No further details will be given. Reports of inspection will be entered in the book kept at all stations for that purpose; a report of investigations in special diaries. A copy of the diary will

North-Western Provinces and Oudh.

Police.

Section I.

be forwarded by each Saturday's post to the District Superintendent, who may, should the conduct of the Inspector require it, demand a more frequent or even daily copy.

Sub-Inspectors.

42. The officers in charge of Police stations of 1st class are denominated Sub-Inspectors; those of 2nd class Head Constables.

I.—They are responsible for the conduct of the Police, the supplemental tahsil or other guards, town or other Police, located under their charge. Covers will be addressed to him, and all orders received therein for execution will be taken by him, and the duties for the day arranged for by him. All reports, informations, or charges made at the station-house will during his presence be made to him, and all proceedings taken thereupon will be by his direction. The writing of station diaries, registers, and records will be committed to the writer, but the Sub-Inspector will see that the record made is faithful and true.

II.—If the town or city in which he is stationed is provided with a Police for the protection of life and property, he will see that the Police are vigilant and constant on their patrolling duty; that property is protected and crime prevented; and on the commission of an offence, he will ascertain whether such offence obtained commission through neglect of duty.

III.—He will receive the reports of all village Chaukidars, and enquire from them particulars relating to any bad or suspicious characters resident in their villages, or absconded offenders connected therewith.

IV.—On receipt of information of crime, he will, in all cases in which investigation is imperative, whether by demand of the injured party or by the nature of the offence itself, either proceed himself or depute a subordinate for the local investigation; and should he depute a subordinate, he will see by perusing the report of the proceedings of the investigating officer, *i.e.*, the special diaries, and by questioning his subordinate that the investigation has been fully and properly conducted; and, if not, he will remedy what is defective.

V.—Whenever on duty in the interior of the circle, he will take every opportunity for collecting information of the characters and events of his circle that he may have an intimate knowledge of the people around him, and more especially of the bad or suspected characters of importance, and he will see that his subordinates (the writer alone excepted) also take every opportunity of acquiring local information.

VI.—Sections of Police stationed within his circle, as well as all village Chaukidars, will be kept under his constant supervision and control, and, assisted by his subordinate officers and Police, he will see that duties devolving upon these are not neglected.

43. A Head Constable is either in separate charge of a Police section stationed at an outpost or located at a Sub-Inspector's station.

I.—In the former case, he is responsible for the orderly conduct and discipline of the men under his charge whom he will inspect at daylight and sunset every day. He will assign to each man the duty to be performed during the ensuing 24 hours, and will be held responsible that the work is allotted fairly and impartially, and is correctly and punctually discharged. He will be in constant communication with the Sub-Inspector or Head Constable within whose circle he is located, to whom he will report all criminal or other occurrences of importance that take place within his beat, and to whose station-house he will convey all accused of crime.

Section II.—Note by the Departmental Member.

N. W. P. and Oudh.
Police.
Section II.

Appointments to the Police as Assistant District Superintendents are made by the Lieutenant-Governor. The examinations and tests officers so appointed have to pass during probation are described further on in answer to the third question. The promotion of the officers so appointed depends, after they have successfully passed their probation, primarily as in other departments of the Government service, on seniority. For the post of Deputy Inspectors General, which are the prizes of the Department, selection is made of the most meritorious of the senior officers. The graded distribution of the superior officers of the Force is set out and explained in the Resolution No. 1669, dated 13th November 1879, copy of which is attached as annexure A.

The present pay of District Superintendents of Police ranges from Rs. 400 to Rs. 1,000, and that of Assistants from Rs. 250 to Rs. 300 : the two Deputies draw Rs. 1,200 and Rs. 1,500, while the Inspector General draws Rs. 2,500. The pay of the officers of the Department was cut down in 1879, so that in after years it will be less than that given under any other Government, and most of the younger men will never be able to rise to any salary over Rs. 800.

Pension and furlough of Military Officers are given according to the military rules on the subject. The other officers come under the rules applicable to Uncovenanted Servants generally as regards pension. As regards furlough, all officers who, on the 10th February 1876, were drawing a salary of Rs. 500 or more, obtain furlough under much the same rules as Covenanted Civilians. All who at that time were drawing less than Rs. 500, or who have entered the Service after that date, obtain furlough under Chapter X of the Leave Code.

No technical requirements are essential. Men must be young, ordinarily under 25 years ; they are appointed on probation, and must pass, within 2½ to 3 years after joining, in vernacular, in Police law and procedure, in departmental rules and circulars, and in drill.

Various attempts have been made to introduce Native gentlemen of good education and training as Assistant District Superintendents. It was thought that a selection for the Police Department might be made from the junior grades of the Deputy Collectors. But, so far as experience has gone, the Service is far less popular than the Subordinate Judicial and Executive lines, and it is very little sought after by Natives of position and education within or without the public service. This is probably more or less the case all over the world. The Lieutenant-Governor is much of opinion that it is desirable to enlist a certain number of Natives among the higher grades of the Police Officers ; but at present there is great difficulty in obtaining fit persons ; and the very great importance of maintaining the discipline, activity, and protective efficiency of the Force has necessitated, and will for some time to come necessitate, the employment of a large majority of Europeans or men of European descent and habits in the higher grades. On the other hand, the Lieutenant-Governor would always endeavour to allot one or two Assistantships to promising Natives.

See tabular statement appended to this memorandum.

ANNEXURE A.

No. 1669, dated Camp Lucknow, 13th November 1879.

Resolution—By the Government of India, Financial Department.

Read the following papers on the subject of the revision of the graded establishment of superior officers in the Police Force of the North-Western Provinces and Oudh :—

Printed Proceedings, July 1879, index Nos. 14 to 42.
Printed Proceedings, August 1879, index Nos. 30 and 31.
Letter from the Government of India, Home, Revenue, and Agricultural Department, No. 333, dated 10th October 1879.

OBSERVATIONS.—In the letter last read, the Governor General in Council sanctions the scheme submitted by the Local Government for a revision of the graded establishment of superior officers in the Police Force of the North-Western Provinces and Oudh. The Lieutenant-Governor and Chief Commissioner is now pleased to direct the publication of the details of the scheme in the *Government Gazette* for general information. The time has come, in His Honor's opinion, for settling definitely the ultimate permanent constitution of the whole Department, with reference to the change in the composition of the Force, the altered position of Superintendents, and the necessity for economy in expenditure. The present salaries and grades were fixed when it was intended that the Force should be largely officered by men transferred from military duty, who, on entering the Police, lost all chance of promotion in the Military Department. But for many years no Military Officer has been

N. W. P. and Oudh.

Police.

Section II.

appointed to the Force, and it is unlikely that any will hereafter enter the Department. The appointments are now mostly held by men of the same classes as supply the other branches of the Uncovenanted Service; and ultimately a proportion of these appointments will be reserved for Natives of the country. Moreover, the position of a District Superintendent of Police is no longer what was originally contemplated when Act V of 1861 was passed. It has been finally ruled, both in the North-Western Provinces and Oudh, that the Superintendent is simply the Magistrate's Assistant in the Police Department. This centralisation of authority in the District Officers, as representing the Government in its executive capacity in their districts, has moreover been supplemented by extending the principle to Commissioners of Divisions, who are now *ex-officio* Deputy Inspectors General within their territorial jurisdiction. Under these circumstances, the Lieutenant-Governor and Chief Commissioner considers that the salaries now given to Police Officers, varying from Rs. 1,000 to Rs. 500 in the case of Superintendents, and Rs. 400 to Rs. 300 in that of Assistants, are unnecessarily high. The existing appointments on Rs. 1,000 per mensem were specially created to provide for the Military Officers in the Force, and with the elimination of that element the necessity for having such a grade disappears. In the new scheme, officers in the highest grade of District Superintendent of Police will receive Rs. 800 per mensem, the maximum pay allowed to a Subordinate Judge, a Deputy Collector, and an Assistant Commissioner, whose duties are at least as onerous and responsible as those of a District Superintendent of Police. The two Deputy Inspector Generalships, the pay of which has been fixed at Rs. 1,500 and Rs. 1,200 per mensem, will be the prizes to which in ordinary circumstances the officers of the Department will look. Having regard to the fact, however, that Police Officers in Oudh lost by the amalgamation the chance of promotion to the Inspector Generalship of that Province, it has been decided, as a temporary measure, to allow Colonel Barrow's successor to draw Rs. 1,400 per mensem as Deputy Inspector General for Oudh, instead of the Rs. 1,200 to which ordinarily the second Deputy Inspector General will be entitled under the new scheme.

2. The revised scheme will not apply to the Military Officers now in the Police Department, to whom the present rates of pay will still be continued. As regards Uncovenanted Officers, all who now hold substantive appointments in the first three grades of Superintendent will, under ordinary circumstances, be promoted to vacancies (except such as are caused by the retirement or removal of Military Officers) which may occur in the Force as at present constituted. To officers belonging to the 4th and 5th grades, the revised scheme will be applicable; but, in the case of these, His Honor will be prepared to permit such as are recommended for it—and whom the Government may deem deserving of the privilege—to take advantage of the present scale, and rise to the Rs. 1,000 grade. All Assistants now in the Force will come under the new scheme, but an officer who is now an Assistant Superintendent of the 1st grade will be allowed to draw Rs. 450 per mensem when promoted to the (new) 5th grade of Superintendents; and similarly a 2nd class Assistant will draw Rs. 350 when promoted to the 1st grade.

3. The scheme provides for a special allowance of Rs. 100 per mensem to the Personal Assistant to the Inspector General of Police up to a certain point; and for a similar allowance to each of the Superintendents at the large and responsible stations of Agra and Allahabad, where the duties are abnormally heavy, and where the expenses (more especially in the way of house-rent and keep of horses) are greater than they are elsewhere. These increases will take effect when a saving is effected from which they can be met.

4. The following statement gives the present and future scales. The net annual saving will eventually be Rs. 64,200, but some time must necessarily elapse before the arrangements can be brought into full working order :—

PRESENT SCALE.			PROPOSED SCALE.		
	Per mensem.	Cost per annum.		Per mensem.	Cost per annum.
	Rs.	Rs.		Rs.	Rs.
1 Inspector General of Police, at	2,500	30,000	1 Inspector General of Police, at	2,500	30,000
1 Deputy Inspector General, at...	1,800	21,600	1 Deputy Inspector General, at	1,500	18,000
1 Ditto ditto at...	1,500	18,000	1 Ditto ditto at ...	1,200	14,400
1 Assistant Inspector General, Railway Police, at	700	8,400	1 Assistant Inspector General, Railway Police, at ...	700	8,400
4 Superintendents, 1st grade, at	1,000 each	48,000	4 Superintendents, 1st grade, at ...	800 each	38,400
8 Ditto 2nd grade, at	800 „	76,800	10 Ditto 2nd grade, at...	700 „	84,000
10 Ditto 3rd grade, at	700 „	84,000	10 Ditto 3rd grade, at...	600 „	72,000
11 Ditto 4th grade, at	600 „	79,200	10 Ditto 4th grade, at...	500 „	60,000
11 Ditto 5th grade, at	500 „	66,000	10 Ditto 5th grade, at...	400 „	48,000
1 Assistant Superintendent, Lucknow City Police, at ...	400	4,800	1 Assistant Superintendent, Lucknow City Police, at ...	400	4,800
5 Assistant Superintendents, 1st grade, at	400	24,000	5 Assistant Superintendents, 1st grade, at	300	18,000
5 Ditto, 2nd grade, at ...	300	18,000	5 Assistant Superintendents, 2nd grade, at	250	15,000
			Personal allowance to Inspector General's Personal Assistant, at	100	1,200
			Personal allowance to Superintendents at Agra and Allahabad, at	100 each	2,400
59 Total cost per annum	...	4,78,800	59 Total cost per annum	...	4,14,600

N. W. P. and Oudh.

Police.

Section II.

ORDER.—Ordered, that a copy of this Resolution be published in the *Government Gazette* for information, and that copy be also sent to the Inspector General of Police, North-Western Provinces and Oudh, and to the Accountant General for information and guidance.

No. $\frac{\text{G.A.}}{10138}$, dated Allahabad, 28th November 1879.

From—E. T. ATKINSON, Esq., Officiating Accountant General, North-Western Provinces and Oudh,

To—The Secretary to the Government of the North-Western Provinces and Oudh.

With reference to that portion of paragraph 2 of Resolution No. 1669 of the 3rd instant, which rules that an Assistant District Superintendent, now in the 1st grade, will be allowed to draw Rs. 450 per month when promoted to the (new) 5th grade of Superintendents of Police, and similarly that a 2nd class Assistant will draw Rs. 350 when promoted to the 1st grade, I have the honor to point out that this is not in accordance with section 4 of the Acting Allowance Code. Again, in paragraph 3 of your No. 939, dated 8th July last, it is said that the recommendations in paragraphs 5 to 9 of the Inspector General of Police's letter No. 742A., dated 23rd May, are accepted. One of these is, that a present Assistant District Superintendent of Police, 1st grade, officiating as a District Superintendent in the new grade, should receive Rs. 450 per month, or Rs. 50 more than the pay of the grade officiated in. This is also contrary to well-established rule; and as neither of these points are noticed in Government of India No. 333, dated 10th ultimo, to your address, they should now be referred for definite sanction.

No. 14B., dated Camp Atta, 6th December 1879.

From—The Secretary to the Government of the North-Western Provinces and Oudh,

To—The Inspector General of Police, North-Western Provinces and Oudh.

I am directed to acknowledge your letter No. 2359A., dated 21st November, regarding the modification of the graded establishment of superior Police Officers (fixed in Government Resolution No. 1669, dated 13th November 1879) consequent on the creation of the new districts of Ballia and Pilibhit.

2. The establishment sanctioned in Resolution No. 1669 contemplated a staff of only 44 Superintendents; but the creation of the two new districts (Etah is already provided for) necessitates a revised total of 49 Superintendents, and this again involves questions regarding Assistants, substantive and acting pay, &c., which form the subject of your present reference.

3. In considering these questions, it must be remembered that the pay of Police Officers, like that of Magistrates, is personal, not local. An officer on Rs. 1,000 per mensem may (*e.g.*) be sent as District Superintendent of Police to Ballia or Pilibhit at the pleasure of Government. The Lieutenant-Governor and Chief Commissioner fears that you have not fully appreciated this very important point in making your proposals, and in this view some slight modification is necessary. Thus His Honor is unable to accede to your suggestion that one of the two new Superintendentships shall be added to the (new) 4th, and the other to the (new) 5th grade. Such a measure would involve an increased expenditure which is not necessary, and which was not contemplated in the district scheme, as the correspondence on the subject will show. Some portion of the saving which was anticipated from the new Police scheme must of necessity be given up; but this should be reduced to a minimum. The circumstances under which that scheme was prepared are unchanged, and the argument that the addition of one Superintendent to each of the 4th and 5th grades will preserve uniformity is not of sufficient weight to justify a departure from the chief object with which the new scheme was introduced. After looking at the general question in all its bearings, the Government in communication with you decided that there should be 10 appointments on Rs. 500 per mensem, and His Honor sees no reason why this number should now be increased to 11. The two new Superintendentships therefore will be added to the (new) 5th grade on Rs. 400 per mensem. As the total superior staff is not to be increased (the change being one of status only), the number of Assistantships must be reduced by two; and Sir George Couper is willing to sanction the transfer to the 1st grade of one of the five 2nd grade appointments. Thus the only changes necessary in the details given in Resolution No. 1669 will be as under;

		According to the Resolution.		As now sanctioned.
		Rs.		Rs.
10 Superintendents on	...	... 400	...	12 on 400
5 Assistants on	...	... 300	...	4 „ 300
5 Assistants on	...	... 250	...	4 „ 250

These modifications involve an increased cost of Rs. 3,000 per annum as compared with the estimated results of the new scheme.

4. Turning now to the special points mooted in your letter: in regard to the officers whom you recommend for appointment to the two new 5th grade Superintendentships now sanctioned, the Lieutenant-Governor and Chief Commissioner accepts your nomination of Messrs. Thomas and Smythe. These gentlemen are at present 1st grade Assistants on Rs. 400; they now become (with effect from 3rd November 1879, the date of the formal creation of the new districts) 5th grade Superintendents on Rs. 400, *with a special allowance of* Rs. 100 per mensem, as sanctioned by G. O. No. 939, dated

N. W. P. and Oudh.

Police.

Section II.

8th July 1879, in accordance with paragraph 9 of your No. 742A., dated 23rd May 1879. They wil thus draw Rs. 500 when in their substantive appointments as 5th grade Superintendents; but when officiating in a higher grade, and until they are promoted on the occurrence of vacancies in the old 5th grade, their acting allowance will of course be calculated on the substantive pay of the grade—Rs. 400. This applies also to Mr. Laing's case.

The following rulings will enable you to decide any special cases of the kind referred to in your 11th paragraph :—

(*a*) A (present) 1st grade Assistant (other than the three officers above referred to) on Rs. 400, appointed to or acting in the new 5th grade of Superintendents, would ordinarily draw no extra allowance; but under paragraph 7 of your letter of 23rd May 1879 (accepted by Government in the G. O. quoted above), he will be permitted, as a special case, to draw Rs. 450. If, however, such an officer acts in any other grade, his allowances will be governed by ordinary rules on a substantive pay of Rs. 400 per mensem.

(*b*) A present 2nd grade Assistant (on Rs. 300), acting in the new 5th grade of Superintendents, would of course get Rs. 400; and when appointed to or acting in the (new) 1st grade of Assistants, the pay of which is the same as his present pay, he will be permitted to draw Rs. 350. This is on the principle that it is only to men who, on the introduction of the scheme, were officiating Assistants, and to men hereafter appointed, that the new scheme wholly and fully applies.

5. It must be borne in mind that concessions of the kind referred to in paragraph 5 of G. O. No. 563, dated 19th April 1879, and in paragraph 9 of your letter No. 742A. of 23rd May 1879 (regarding substantive pay on promotion of present Assistants when the pay of the new higher post is the same as that of the old lower post) have nothing to do with acting allowances in higher grades. The concessions are in fact strictly limited, although the scheme, as sanctioned by the Government of India, leaves a discretionary power to the Local Government. Thus, Mr. Thomas, who will draw Rs. 500 as a (new) 5th grade Superintendent, would enjoy acting allowances when acting in another grade calculated on Rs. 400, the substantive pay of his own grade.

6. The above principles, if properly applied, will remove all difficulty in regard to the introduction of the new scheme, and detailed replies to the queries in your 11th paragraph are unnecessary. There remains the case of Mr. Laing, who at present holds a special appointment as Assistant Superintendent, Lucknow Municipal Police, on Rs. 400. His Honor approves Mr. Laing's appointment to the first vacancy in the (new) 5th grade Superintendentships, when he will, as such, draw Rs. 500 as a special case. The simple rule as to his allowances is that, when acting, his pay is calculated at Rs. 400, either as Municipal Police Officer of Lucknow or Superintendent of 5th grade. But if he acts in the new (5th) grade, he will be permitted to draw the full Rs. 500 per mensem.

7. In conclusion, I am directed to request that you will forward, for publication in the *Gazette*, the necessary notifications regarding the promotion of Messrs. Thomas and Smythe, and of the Assistant Superintendent of the 2nd grade promoted to the vacancy in the 1st grade under the revised scheme now sanctioned: these appointments having effect from the 3rd November 1879, the date on which the new districts were formally constituted.

Existing Organization and Constitution of the Police Department, North-Western Provinces and Oudh.

1	2	3		4							
Department.	Total number of gazetted appointments, or appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.		NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY							Remarks.
				1	2	3	4				
							NATIVES OF INDIA.				
				Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.	
			Rs.								
Police ...	259 ...	1 Inspector General of Police ...	2,500	1	...	...	...	...	...		
		1 Deputy ditto ditto ...	1,500	1	...	...	...	...	...		
		1 ditto ditto ditto ...	1,200	1	...	...	...	...	...		
		1 Assistant ditto ditto ...	800	...	1	...	...	...	...		
		4 District Superintendents of Police, 1st grade	1,000	4	...	...	...	...	...		
		7 ditto ditto 3rd „	800	5	2	...	...	...	...		
		11 ditto ditto 3rd „	700	9	2	...	...	...	...		
		10 ditto ditto 4th „	600	7	3	...	...	...	...		
		10 ditto ditto 5th „	500	3	7	...	...	...	...		
		4 ditto ditto new 5th „	400	3	...	...	...	1	...	1	
		1 Municipal Assistant Superintendent of Police, 1st grade	400	...	1	...	...	...	...		
		4 Assistant District Superintendents of Police, 1st grade	300	5	1	1	...	1	...	1	
		4 Assistant District Superintendents of Police, 2nd grade	250								
		33 Inspectors of Police, 1st grade ...	200	7	6	9	8	2	1	11	
		61 ditto ditto 2nd „	150	5	7	5	18	24	...	42	(2 vacancies.)
		26 ditto ditto 3rd „	125	...	2	1	9	14	...	23	
		75 ditto ditto 4th „	100	2	8	3	23	38	1	62	
		5 Sergeants of Police, 1st grade ...	100	3	1	1	...	...	...		
		Total ...		56	41	20	58	80	2	140	

LUCKNOW;
The 11th April 1887.

G. D. BILLINGS,
for *Inspector General of Police,*
North-Western Provinces and Oudh.

Section III.—Sittings at Allahabad.

WITNESS No. I—*14th April 1887.*

Examination of E. BERRILL, Esq., Assistant Inspector General, Government Railway Police.

N. W. P. and Oudh.

Police.

Section III.

E. Berrill, Esq.

The *President.*

I joined the Military Police in 1858, and this Department in 1861 as an Inspector in the senior grade. I was at the time an Adjutant in the Military Police, and on the abolition of that appointment I was taken on as senior Inspector in this Department. I held that appointment for 6 months, and I was then appointed Assistant Inspector General. I became District Superintendent since 1867. In April 1883 I was transferred to the Railway Branch. The men are specially recruited for the Railway Police, and they may be transferred to the District Police at any moment. The Railway Police is a purely civil body: it is not an Armed Police. Their operations are confined within railway limits. I consider the present system of recruitment for Assistant Superintendentships is satisfactory. I see no reason to find fault with any of the recommendations that have been made, for the prospects offered the men are as good as we could get. I do not advise having competition for these appointments; all we want is fairly good intelligence and industry, and I think the present system gives us that. I think the Departmental examinations are sufficiently severe to test the intellectual qualifications of the men. There is a very stiff Vernacular examination.

The Hon'ble Mr. *Quinton.*

Have you any officers in the Police who were born and educated in India; and, if so, how, so far as you know, do they compare with the men who were born and educated in England?—We have seventeen domiciled Europeans in the Assistant Superintendent's grade at the present moment, and I think they compare favorably with the non-domiciled Europeans in the Force.

Are you satisfied with the present system of recruiting in this Department?—I would have a certain number of appointments made direct from England. I should like to see Staff Corps officers taken on again. They were particularly good as Administrative officers, and were good also at directing detective operations. It is absolutely necessary for the efficient performance of Police duties that an Assistant Superintendent should have a fair knowledge of the vernacular. Several Inspectors have been appointed to the Assistant Superintendents' grade, and have done fairly well. One of them was a pure Native of Behar; he is now Officiating District Superintendent in a small district. I cannot say how he performs his duties, as I only knew him as a subordinate. He knows nothing of English, and that must be a drawback to him in the performance of his duties. Assistant Superintendents are required at times to take charge of districts. Under a recent ruling, no unpassed Assistant is in future to have charge of a district. It is not the custom here to appoint men to the Inspectorships with a view to promoting thereafter to the Assistant Superintendent grade.

The Hon'ble Mr. *Quinton.*

An Assistant Superintendent is required to pass the higher standard in the vernacular within 2½ to 3 years after joining. If he does not do that, he is turned out of the Department. That has been done in several instances of late, and the gentlemen concerned were connected with influential persons.

The *President.*

I would make promotions from the Inspector grade in exceptional cases only. I consider it decidedly inexpedient that men intended for the Assistant Superintendent's grade should begin on the Inspector's grade. In the first place, they would be occupying posts which are the prizes of the rank and file; and, secondly, they would be wanting in the necessary qualifications for that grade. I desire to add that I consider that the appointment to the service of youths educated at the public schools at home to some extent supplies the tone to the Service which the presence of Military Officers used to give it, and I therefore advocate the continuance of that system. A District Superintendent of Police should certainly know the language, be thoroughly up in his work, thoroughly energetic, and, above all, be just to his men. I do not consider that very great detective ability is absolutely essential for a good District Superintendent if he is able to discriminate with regard to evidence produced before him and selecting his Detective staff. The Police Force in these Provinces is organized into two branches—the Armed and the Civil. The Armed Police has special duties in the conveyance of prisoners and treasure, and has also to furnish guards. It is also required to keep order on the frontiers of Feudatory States or in the northern and western frontiers of these Provinces. It has to patrol the frontier, for which duty a special force, both mounted and infantry, is retained to patrol the borders of the Agra, Jalaun, Jhansi, and Lalitpur districts. Along the northern frontier of Nepaul, a similar force is stationed. A Reserve Force is also retained in each district to operate in case of disturbances of the peace, in which it may be necessary to use force against considerable bodies of men—such disturbances as religious disturbances. I do not think it is advisable to employ Natives in the higher posts of the Service. They are not strong enough to maintain discipline or efficiency, or to withstand local influences; and promotion and transfers often depend on these influences. They are never ready to meet an emergency. They work well under a good officer, but become slack when the supervision is lax.

WITNESS No. II—*14th April 1887.*

Examination of SIDNEY SMITH, Esq., District Superintendent of Police, Cawnpore.

N. W. P. and Oudh.

Police.

Section III.

Sidney Smith, Esq.

The *President.*

I entered the Department in 1865. I had previously been a pensioned officer in the Indian Navy and for 15 months in the Internal Customs. I commenced my service as an Assistant Superintendent, Agra District. I have served in Bulandshahar, Dehra Dun, Aligarh, Farukhabad, Fatehpur, Cawnpore, and other districts. During the time I have been in the Service, there have been several cases of religious disturbances in the north-west. During the last two years, it has been found necessary, in consequence of the falling together of the Mohurrum and Ram Lila, to keep a body of 4,000 men ready to proceed to any point at which disturbances might break out. I have never served in any of the frontier districts, but I have served in Agra, which is surrounded by Feudatory States. In my time it often became necessary to follow an offender into Native States. I think it desirable in districts bordering Native States that we should have officers with special qualifications—great tact, for instance. I would like to see the Assistant Superintendents recruited both here and at home. We have some very good men also who were recruited from local families, and some splendid men who were recruited from England · I prefer a system of nomination followed by Departmental examination. In these Provinces the condition of passing Departmental examinations of a higher character has been strictly insisted upon, and the training the men now undergo is very severe. I have no objection to the appointment of specially selected Natives. Hitherto those who have been employed in directive posts have failed owing to their deficiency in knowledge of English, and others have failed from want of tact and discipline. The Superintendent of Police, under the general control of the Magistrate of the district, has the recruitment of the rank and file in his hands; and he also appoints the Clerical staff. The control exercised by the Magistrate is practically small; he has no leisure for it. It is not desirable as a rule to promote from the Inspector to the Assistant Superintendent's grade. I have only known one man whom I thought fit for such promotion; he was a Native. Every now and then, especially in times of political excitement, we receive confidential papers, either from the Magistrate or our own Superintendent, which it is essential we should keep to ourselves. It is essential for this reason that an Assistant Superintendent should possess a good knowledge of English, which Native Inspectors very seldom do. In military cantonments it is most desirable that the District Superintendent of Police should be an Englishman. In a cantonment he stands in the same relation with regard to the Cantonment Police to the Officer Commanding the Station as he does to the Magistrate of the district with regard to the District Police. There are also occasions when, crimes being imputed to European soldiers, it rests with the superior authorities to determine whether the accused should be brought before a Military or a Civil Court; and in reference to such cases, it is desirable that the District Superintendent of Police should be in a position that he can communicate freely with the military authorities. I do not think it desirable that candidates for the upper grades of the Police should be appointed to the Inspector's grade, because, under existing orders, these gentlemen receive all the training of Reserve Inspectors, and even of clerks at head-quarters, before they are appointed to Assistant Superintendentships. I think the Inspector grade should be as a rule regarded a prize for the rank and file of the Service; but we must have a certain number of European Inspectors for stations where there is a large European population. Those European Inspectors should not be taken from the rank and file, because the class of men we want could not afford to live on the pay of the rank and file. We want a man as Reserve Inspector who possesses many of the qualities of a Non-Commissioned Officer in a regiment, but with a greater knowledge of office work than a Non-Commissioned Officer usually has. The men we require for this Service must be men considerably superior to the men who are usually appointed to the Police in England. They should be men of fair education and respectable parentage, because when District Superintendents go on leave, and there are no Assistant Superintendents to replace them, these men are put in to fill the appointments of the domiciled Europeans who hold the appointments of District Superintendents. At present the best of them are equal to the best Englishmen in the Force.

The *President*—contd.

Section IV.—Written Evidence.

N. W. P. and Oudh.

Police.

Section IV.

R. Hobart, Esq.

No. I—R. Hobart, Esq., c.s., Inspector General of Police, North-Western Provinces and Oudh.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?

I have been a Magistrate for 12 years and a Deputy Inspector General and Inspector General of Police for nearly 15 years (except for a break of 3 years, when I was Inspector General of Jails).

2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?

Yes. I have inspected every district in these Provinces, most of them several times over, and my work has brought me into close contact with these classes.

3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?

To enable me to reply to this question, I must critically analyse the work of men of both classes —(*a*) pure Europeans educated at home; and (*b*) Europeans domiciled and educated out here, Eurasians and pure Asiatics.

Leaving out of consideration the military elements and the pure Asiatic, and comparing the work of the above classes, I find that 18 of each class have become Superintendents, and their work admits of honest appraisement. I consider the work of each class about equal. Seven or eight of each class are very mediocre men; two of each class are downright bad men. There are many qualities which go to make up a good Deputy Superintendent. He should be truthful, absolutely just with his men, more or less hard—that is, not easily imposed upon and not easily be fooled. He should possess a good knowledge of men and of character, and be able to pick out the best agent for each kind of work. He should be a good judge of evidence and of probabilities, and know or acquire the knack of judging how much of a statement is probably true and how much false. He must be a strict disciplinarian, and he must be an active man and a fairly good rider, so as to go wherever necessity and duty call him. Most of the pure Europeans, indeed all of this class who have become District Superintendents, are men who have been picked up in this country. Some of them have come out to friends, some have come in from other callings, and some have been mere adventurers.

For the past two years or so His Honor the Lieutenant-Governor has sent for some young men from home. But these young men are mostly Assistants, and their case will be taken up further on. Having regard then to the two classes which compose the bulk of our Deputy Superintendents (and leaving out the Military and the Asiatic element), I can see but little, if any, difference between the domiciled European brought up at a hill school in this country and the class of European who has hitherto been picked up in this country and presented to office. The English lad has been brought up among healthier surroundings, and has breathed a less immoral atmosphere when young. The hill-taught boy knows the language, and knows the character of the Native, and so settles more quickly to work. In the long run there is little to choose between the two sets of men. The pity is that the system has given us so many mediocre or poor officers. On the whole, I should say that the

Indian-bred and educated boy is as a rule less candid and less energetic than the lad brought up at home.

4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?

I do not think that the present system of recruitment secures the best stamp of Assistant District Superintendents. Of late years young men have in some instances been brought out from home, but I cannot see that they are an improvement, except in social rank, on their predecessors. I assuredly think that there should be some sort of test applied before a man is allowed to enter the Service. I would object to competition pure and simple, because there are qualities necessary to Police work which no examination will test, and which, though found in most schoolboys at home, cannot be confidently reckoned on in India. But it might be expected that a boy appointed to the Force would be a good rider and of unexceptionable physique. It might be established that his bringing up and his friends were respectable. It would be hardly too much to ask that he could write his mother-tongue correctly, and that he knew elementary mathematics. Some little guarantee that he had had a liberal education might be required, and he should have acquired so much knowledge of the language of India as to be able to converse a little therein, and to be able to read and write it a little; and in the case of boys or young men obtained in this country, it would be quite possible to find out all about their temper and habits before any claims were established, and to exclude the ill-tempered or debased.

I would recommend that two out of every three or one out of every two appointments be given to lads brought up at the hill schools of this country or educated at home and living out here, and that every second or third appointment be given to an English lad, and in the following way:

His Honour the Lieutenant-Governor might still exercise his power of nomination in this country. When a vacancy takes place, he might nominate six lads, and these young men might compete. A certain number of marks might be given for physique, for riding, for excellence in any athletic game; a certain number for knowledge of English in the form of writing *précis*-writing and dictation, and a certain number for knowledge of arithmetic; and the boy who scored best might be selected. No boy should get more than two chances. And His Honour might submit his nomination list before each examination privately to his Inspector General, who would ascertain pretty accurately what each boy's character was and what his disposition, and what, in the case of boys educated in India, the name they bore at school, and then the Lieutenant-Governor might strike out the names of those who were not likely to turn out well. In this way some of the very bad men whom we have got would be excluded.

With regard to boys selected at home, and to whom every third (or, if need be, every second) vacancy might be given, I would restrict, if not abolish, the powers of nomination at present possessed His Honour the Lieutenant-Governor and Chief Commissioner. One of several plans might be adopted—the appointment might be offered to the ten unsuccessful candidates immediately preceding the last successful man at the Indian Civil Service, the Woolwich, or the Sandhurst examinations. The choice in each case might be given to the

N. W. P. & Oudh.

Police.

Section IV.

R. Hobart, Esq.

	highest score in succession among the unsuccessful men. Each of the public schools might be given a nomination in turn, and the Head Master be requested to offer the appointment to a lad of promise—manly, truthful, shrewd, a leader of boys. In this way we would probably get a fine, high-minded, smart lad, who would give the Force a certain tone, which absolute recruitment in this country will never give it—the tone hitherto imparted by the now rapidly diminishing military element. These same men so selected should give some guarantee of their earnestness by passing an examination in Hindustani at home; or a special examination might be held at home, in which proficiency in athleties, in manly games, in games of mental skill, such as whist, chess, even draughts, might be awarded a certain number of marks.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	I have already discusssed this question.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	About 3 years; but it all depends on the man: a smart man ought to the very useful in one year and efficient in 18 months. The men we get take about 3 years. There should be three half-yearly examinations, and the lad who has not qualified in 18 months should be rejected finally.
7. Do young men educated in this country possess any advantage in this respect?	I have already discussed this.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional case	I do not advocate the appointment of Natives to the post of Assistant and District Superintendent of Police unless in very exceptional cases, because the class of Native—fearless, well-bred, honest, English knowing—who would suitably fill the post does not care to hold it, and because our experience in these Provinces is not favourable. In 1875 and in 1879 great efforts were made to introduce the Native element. The first Native gentleman put in did not know English; he did his duty honestly and well; his want of knowledge of English was a great drawback; and, fine fellow though he undoubtedly was, he was open to social and religious influence. He was raised from the position of Inspector. The next man in my mind was a young English-speaking gentleman of good family. He began badly, and he went from bad to worse till he could no longer be retained in the Service. He was insubordinate, not quite truthful, and very vicious. The next man I think of was a right good and approved Inspector. He did not care for the work, and preferred a Tahsildarship, which he obtained. The next man was a young man of great promise. He ws tried and found wanting. The next whom I recollect was a young man of position and wealth, who has served under foreign Governments. He had formed such inveterately lazy habits that he could not be got to worth. The next gentleman is still in the Service. He took a long time to develop. He is in charge of a small district, and I could not recommend his responsibilities being increased. The next gentleman appointed was a Tahsildar. The work was so distasteful to him that although he got a favouriate district, and was placed under the most sympathetic and kindly of our Superintendents, he would not stay.

N. W. P. and Oudh.
Police.
Section IV.
R. Hobart, Esq.

The next Native gentleman selected was one of our best Inspectors. He has now got charge of a small district. His want of knowledge of English is a great drawback, as it is difficult for him to supervise the English office, and the reception of confidential communications in English may perplex him.

In replying then to Question 8, I would say that this Government has tried, and honestly tried, all sorts and conditions of Natives who might reasonably be persumed to have the material in them for efficient workmen, and that either from their fault or from our misfortune, we have not hit on the right men yet.

9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for the keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans.	This question is very pertinent. I will give a few facts and figures. In these Provinces we have between 7,000 and 8,000 men trained to arms, who yearly go through a course of musketry; the maintenance of this large body in a state of training and efficiency is absolutely necessary because of the vast number of prisoners and treasure which we are obliged to protect and escort in the heart of a country where violent crime has been rife for centuries. We march on the side of Gwalior, Dutia and Bhurtpur, and the petty Bundelkhand States, with territory whence expeditions of organized dakaits are continually crossing into our districts. We have to keep down dakaiti within our own Province with a strong hand. Above all, we have to govern a populace fermentting with fanaticism, and whom on the occasion of religious ceremonies we can with difficulty keep from flying at each other's throats. Again, at the risk of being considered prolix, I will proceed by the light of actual experience. In Pilibhit two hostile masses of religious enthusiasts, Hindu and Mussalman, were only prevented from a desperate encounter by being fired on by the Police. At Kurja the same thing happened. At Etawah the aggressive mob had to be charged by a British regiment. In Moradabad and in Bareilly whole streets were looted and given up to the fury of the fanatics. There is hardly a district which has not got its town to show were rioting has taken place or has been averted by the authorities being forewarned. It is this state of feeling—this very bitter feeling—which makes it so necessary to keep up a strong armed force in these Provinces, and which renders it so difficult for any Native, however high-minded, to steer clear of the quicksands of religious feeling. And, however pure and simple-minded he may be, the followers of a rival creed will not believe in his impartiality at a time of excitement, and the effect is the same.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Such appointments do not commend themselves to me; but if they be necessary, I would occasionally appoint from the grade of Inspectors.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	Already replied to under Question 10.

N. W. P. and Oudh.

Police.

Section IV.

R. Hobart, Esq.

12. Would you promote Inspectors to Assistants Superintendentships and District Superintendentships?

Very seldom. I think that the post of Inspector should, as a rule, be reserved as a prize for the men in the Department, and that men should be appointed thereto whose ambition is mainly confined to the non-gazetted ranks.

13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?

Yes. With but few exceptions, Native Inspectors rise from the lower ranks of the Police. The best men, bearing the best character, and of the best detective ability, are chosen after many years' service from among the Sub-Inspectors by the Inspector General. They are chosen from among men specially recommended by District Superintendents and Magistrates and by the Deputy Inspector General of Police, and after a very careful scrutiny of their past history and record. Occasionally, but very seldom, a Native gentleman is brought in from outside.

European Inspectors are almost invariably appointed at once to the grade of Inspector. They are mostly domiciled Europeans or Eurasians with a sprinkling of soldiers. Rather less than one-fourth of the Inspectors are Europeans; the rest are Natives.

I think that, considering the largeness of our Police Force—over 22,000 men; considering that nearly 8,000 of these are armed and trained men, and having regard to the religious animosity (at best but dormant) of the two great rival creeds, our proportion of Europeans is as small as is compatible with ordinary prudence and with the safe-guarding of the common weal.

I may be permitted to add, what is not much noticed, that there is more patronage in the Police than in any other Department. There is a large force of about 500 men on an average in each district. The appointment, promotion, transfer, and punishment of the men and officers give great patronage and great power. The social and religious influences brought to bear in the case of a Native Disrict Superintendent of Police are enormous and almost irresistible. So difficult is the position that the best class of Native shrinks from it and prefers any other kind of work. The men who can best and most wisely exercise this patronage and power is a European District Superintendent controlled more or less by his Magistrate.

T. W. Porter, Esq.

No. II.—T. W. Porter, Esq., c.s., Magistrate of Allahabad.

1. What opportunities have you had of becoming acqainted with the work of diffierent classes of Police Officers?

I have served 21½ years, of which nearly 20 years has been residence in India, and I have been in charge of the Benares and Allahabad districts for a period of over 5 years.

2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics. have you had any experience of their work as District or Assistant Superintendents?

I have had experience of domiciled Europeans both as Assistant District Superintendents and as District Superintendents of Police, and of one Native as Assistant District Superintendent of Police.

3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?

The domiciled Europeans I have had experience of were, I should say decidedly efficient. I think, however, from what I can gather, my experience has been of very favourable specimens of this class, decidedly above the average. *Cæteris paribus*, I think the domiciled Europeans has the advantage of a better knowledge of the language and a more intimate acquaintance with the manners and customs of the people, while the Europeans educated in England has, as a rule, greater force of character and more personal influence. The Native I have had experience of I did not consider by any means efficient; but as I think he was not a favorable specimen, I should not like to condemn the whole class from this one example.

4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?

The present mode of recruitment for Assistant Superintendentships is, I believe, by nomination, followed by a period of probation, terminating with a test examination in the language and criminal and police law. I am not prepared to suggest any improvement in this method. The results, so far as my experience goes, are not uniform, but I do not think any method could be devised by which absolutely uniform results could be obtained, and the best men secured in every instance.

5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?

In answer to this question, I should say, on the whole, yes. The faults I find with this class are want of application, a tendency to look on Police employ as a stepping-stone to something better, and a lack of earnestness of purpose—in fact, a general slackness. These defects, however, as a rule almost, if not altogether, disappear in time, and recruiting from this class will, I think, give better results in the long run than recruiting from either domiciled Europeans, Eurasians, or Natives.

6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?

They become fairly efficient in about two years, but I do not think they are fit to take charge of a district—certainly not a large district—under 4 years.

7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?

For an answer to this question, see answers to Questions 3 and 5.

8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent—

(*a*) ordinarily, or
(*b*) in exceptional cases?

Only in *very* exceptional cases, and never in districts where there is a large European population.

9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?

Yes; I think difficulties would arise from all three causes. In a large district especially, a District Superintendent is in some ways in much the same position as an officer commanding a Native regiment. If, and when, a Native is considered fit to command a regiment, then, and not till then, would I advocate a Native being appointed Assistant District Superintendent of Police. In cases of religious riots, I do not think a Native District Superintendent of Police could, as a rule, withstand the pressure which would be brought to bear on him by his co-religionists, and in the matter of non-official European residents, I am convinced there would be endless difficulties.

10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?

11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?

As I have already said, I think Natives should be appointed District Superintendents' of Police or Assistant District Superintendents of Police only in very exceptional cases, and to large districts never certainly as District Superintendents of Police. For these very few cases, I would have no hard-and-fast rule of appointing either from Inspectors or from outsiders. The system should be the same as that employed in the case of Europeans' nomination, probation, and examination.

12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?

The qualifications required should be honesty and integrity; courage, both moral and physical; and a certain standard of mental attainment. A thorough knowledge of English should

N. W. P. and Oudh.

Police.

Section IV.

T. W. Porter, Esq.

	I think, be compulsory. The first two qualifications must be left to whoever makes the selection and nomination. The mental attainments could be ascertained by a test examination.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Inspectors are, I believe, appointed in two ways— (1) by promotion from Sub-Inspectors; (2) by selection from outsiders appointed direct as Inspectors. The former is, I believe, by far the more usual course. I am inclined to think that results would be better, and that a better class of men would be obtained, if the second process was adopted oftener. Promotion from Sub-Inspector to Inspector should not, I hold, be given as a matter of course, but only as a reward for exceptional merit and tried good service. I would recommend the same system as in the case of District Superintendents of Police and Assistant District Superintendents of Police, *viz.*, careful selection and nomination, a period of probation, and a test examination. I look upon the Inspectors as the backbone of the Police Force, and think they should be just as carefully selected as the Assistant District Superintendents of Police. A good lot of Inspectors can do more to raise the tone and efficiency of the Police Force of a district than the best District Superintendent.

No. III—W. Kaye, Esq., Commissioner, Jhansi Division.

W. Kaye, Esq.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I was for some years an Assistant Magistrate, for 5 years a Magistrate, for 7 months a Sessions Judge, and have been 4 years a Commissioner.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had no experience of Natives or of Eurasians as District Superintendents of Police or Assistant District Superintendents of Police. I have had experience of many domiciled Europeans in those positions.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	As a class, I cannot say that they were efficient or inefficient. Some of the best District Superintendents of Police I have worked with have been domiciled Europeans, but I have known bad ones too. The good in my experience have decidedly outnumbered the bad. The failures I have known have been from innate stupidity and inertness rather than from deficient moral qualities.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I think it gets a fairly good class of men, and as good as would be likely to be got by any form of competitive examination. It has, to my mind, the distinct advantage that it lets in some domiciled Europeans to whom so few posts are now open, and from whom some of our best Police Officers come. I think, however, that there should be some form of qualifying examination. An Assistant District Superintendent of Police who cannot write an intelligible docket or test a figured statement is not of much use.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	My experience has been almost entirely of Military Officers and domiciled Europeans. I can give no useful answer to this question or to the next.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	See reply to Question 5.

N. W. P. and Oudh
Police.
Section IV.
W. Kaye, Esq.

7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	It goes without saying that young men educated out here are sooner of use after appointment than men fresh out from England. I do not think, however, that they last as well. The domiciled European in my experience is very good at first, but is apt to get lazy and to degenerate.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would certainly not advocate the appointment of Natives as District Superintendents of Police or Assistant District Superintendents of Police ordinarily. In exceptional cases I would do so.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Européans?	I see no difficulty as to (*a*) and (*b*). I think Europeans are prone to underestimate the Native's power of dealing with emergencies when left altogether unfettered. In the case of religious disturbances, my experience leads me to think that he often governs such matters better than the European. As to (*c*), there is a distinct difficulty. It will be long before Natives are qualified to be District Superintendents of Police or Assistant District Superintendent of Police in a district where there are any considerable number of Europeans.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	In rare cases I would appoint from Inspectors. I think in the whole of my experience I have only known one Native Inspector who would have made a good Assistant District Superintendent of Police. As a rule, I would bring in new men.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	They must be men, active, bold, and honest, with a faculty for commanding others. I can lay down no rules for the ascertainment of such qualities. The sort of men I mean are not unfrequently to be found among Native Officers in regiments. Such men, when retiring on pension, would be only too glad to be employed. The higher appointments in the Police at home are filled almost entirely in this way, I believe.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Certainly, I would if they were fit for it. I know one or two who have been doing the work of District Superintendents of Police for years, and presumably doing it efficiently, or they would not have been entrusted with it, yet who are not promoted simply because they are Inspectors.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I know nothing about the rules relating to the recruitment of Inspectors. I would suggest that one chief reason why Police Officers are apt to degenerate as they get older is the dull routine of their service. A young man of (say) 25 is appointed District Superintendent of Police. He may get more pay occasionally; but if he continues in the Police, he will do exactly the same work for 25 to 30 years. I know men who have been hearing *roznamchas* for over 25 years. It is not a cheerful amusement, and naturally produces a sort of torpidity. Exceptional men remain good to the last, but they are quite the exception. The prizes are so few that practically no District Superintendent of Police can ever look forward to being anything else. I think this is a mistake. I would throw open the Uncovenanted Judicial Service to Police Officers. A man might make a good Deputy Magistrate after he ceased to be active enough for a Police Officer, and his Police experience would be in his favor as a Judicial Officer.

No. IV.—W. IRVINE, Esq., C.S., Magistrate of Saharanpur.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been doing work in districts for 23 years, and I have been in charge of a district for the last 8 years.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have known the work of seven Natives (as defined in the questions), *viz.*, three domiciled Europeans, three Eurasians, and one Native.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	Of these seven men, two were very good, three fair, and two indifferent officers. The last two may be looked on as inefficient. One of these, an Eurasian, I only knew directly when he was an Assistant; but as he was for years Superintendent in the district next to mine, I may pronounce an opinion. I think his defect was want of natural intelligence. The other (a Native) I only had for three months. He had some good qualities, but he failed, as it seemed to me, from want of go and energy; nor had he sufficient control over his subordinates. The Court Inspector and the Reserve Inspector worked up an absurd and illegal case in the Police office under his very nose, and he ought to have prevented anything of the sort.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	I do not know the young officers recruited from England except by report and hearsay.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	I only knew one of these men, and my knowledge of him was not gained by seeing him at work. In this particular instance the man would not have become efficient for years either from natural inability or want of application.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in India have the great advantage of knowing the language and the people. I do not see that these advantages are counterbalanced by any defects sufficient to affect their work.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I do not advocate the appointment of Natives (Asiatics) to the offices of Assistant Superintendent and District Superintendent. A very exceptional case may occur now and then.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	All the three points noted are obstacles to the employment of Natives. A man of a soldierly type might be obtained who would meet all requirements under head (*a*) fairly well, but he would not be of sufficient education to perform the other duties. The necessity of keeping the peace between contending sects, which from time to time will arise, is a permanent hindrance to the employment of Natives at the head of the Police.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	As I do not recommend the appointment of Natives, I need not answer this question.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	The same as No. 10.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	I do not think the Inspectors I have known are fit for promotion to the higher appointments.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I have read the existing rules as to appointment of Inspectors. I can suggest no alterations or improvements.

PROCEEDINGS
OF
THE SUB-COMMITTEE,
PUBLIC SERVICE COMMISSION.

PUNJAB.
Police.

Section I.—Note by the Sub-Committee.

Punjab.
Police.
Section I.

The Force consists of 15,170 men. The superior or gazetted officers are 63 in number, *viz.*, an Inspector General* on R2,250; 1 Deputy Inspector General on R1,500, 2 on R1,200; 34 District Superintendents on pay rising from R500 to R1,000; 1 Assistant Inspector General of Railway Police on R700; 18 Assistant District Superintendents, 1st class, on pay rising from R250 to R450; and 6 Assistant District Superintendents, 2nd class, on pay varying from R200 to R400. Of the whole number (63), 45 are Europeans not domiciled in India. Of these 7, including the Inspector General, are officers of the Army; 11 are Europeans domiciled in India, 2 are Eurasians, 2 are Hindus, and 2 are Mahomedans, and one is by birth a native of Afghanistan, but has received an English education and been brought up as an Englishman. There is no Covenanted Civil Servant among the officers. Twenty-five per cent. of the gazetted appointments must, under the orders of the Government of India, be filled by Military officers.

The 2nd class of Assistant District Superintendent is reserved for Inspectors who have earned exceptional promotion by long service, special aptitude for Police work, and conspicuous integrity. One Native gentleman was appointed direct to the class in 1868, the authorities in that year being anxious to appoint a Native of high social rank as an experiment. The two Hindus and two Mahomedans and one of the two Eurasians mentioned above are all in this class. There is no Hindu or Mahomedan, and there is only one Eurasian in the other grades of superior officers.

Admission to the higher grades is obtained through the Assistant District Superintendentship of the 1st class.

Appointments to this class, except in the case of Covenanted Civilians and Military officers, are, under a system lately introduced, made by nomination and competitive examination among nominated candidates; but no candidate is brought on the list of nominees until he has furnished satisfactory evidence as to his age being between 20 and 25, physical fitness, good moral character, active habits, and gentlemanly bearing, and his having passed the higher standard test in Urdu laid down for Military officers. After appointment officers must pass departmental examinations in Law and Police rules before they are finally confirmed or promoted. Promotions from Assistant District Superintendent to District Superintendent and from District Superintendent to Deputy Inspector General are governed by the principle that the senior man, if recommended, should get the promotion. The greater number of applicants for appointments of Assistant District Superintendent are the sons of Civil and Military officers who have failed to enter the Army or Covenanted Civil Service, or whose education has not been of a sufficiently special character to admit of their taking up a professional career. A large proportion also might be described as the descendants of domiciled Europeans. A few Eurasians also apply.

The technical acquirements of the Department are thus given in the note of the Departmental member:

"To be efficient in any grade of the Force, a Police officer should be educated in Urdu, and should be conversant with elementary drill, and be possessed of a sufficient knowledge of law and procedure to be able to perform his duty without exceeding his authority. Gazetted officers require an extended knowledge of criminal law, must be good riders, and, to be at all successful as District Superintendents, must be well educated and possess aptitude for the controlling and supervision of large bodies of men, seeing that they have to perform the numerous duties of Commanding officer, Adjutant, Quartermaster, Drill Instructor, and legal adviser to their subordinates."

Working of the present system.

The system of limited competition has only been recently introduced, and there has been only one officer as yet admitted to the Department in that way. The opinions given below have reference therefore, unless where it is otherwise stated, to the qualifications of the different classes of officers obtained by the old system of nomination, pure and simple, by the Lieutenant Governor.

---

* Note.—The Commissioners of trans-Indus divisions are *ex-officio* Inspectors General in their divisions, and the Deputy Commissioners of districts in these divisions are *ex-officio* Deputy Inspectors General.

The opinion of the Inspector General is that the more efficient Assistant District Superintendents are Military officers, who enter the Department after undergoing some years' training in a regiment, and consequently are better able to control their subordinates and command more respect than civilians could do in the earlier years of their service; and he thinks that the sons of officers who have been educated in England perform more efficient service than young men brought up in India. Colonel Waterfield, Commissioner of Peshawar and *ex-officio* Inspector General of Police in that Division, Mr. Clark, C. S., Deputy Commissioner of Lahore, and Major Hutchinson, Deputy Commissioner of Multan, approve practically of the present system, and all these consider that in the long run the man educated in England makes a better officer than one educated in India. The latter may have an advantage at starting in a better knowledge of the language and people, but his tone is said by Colonel Waterfield to be inferior; "he is often native in his ways, suspicious, and suspected of bias by his subordinates"; while Major Hutchinson writes; "The young men educated in this country have not the same knowledge of the world, and in many cases, I should say, they have not the same high appreciation of truth as a man who has been educated in a public school in England." He adds: "I think it must follow that young men who have grown up in this country must, to a certain extent, be affected by the general defects of the Natives. I only speak of the general rule: there are, of course, brilliant exceptions." Mr. Warburton, District Superintendent, would retain the present system and admit young men direct from England, but would also promote European Inspectors domiciled in India to Assistant District Superintendentships with a view to their becoming District Superintendents. He has known such men who have been really good Police officers. He has served with men brought up in this country and men educated in England, and considers that there is a marked difference between the two classes.

Mr. O'Brien, C.S., Deputy Commissioner of Delhi, Mr. Turton Smith, District Superintendent of Police, Lahore, and Mr. McAndrew, Deputy Inspector General of Police, disapprove of the present system of recruitment, and would substitute for it a competitive examination or other system of recruitment in England. Mr. O'Brien thinks that the system of nomination has given men who had failed in England, and, when appointed here, have no application and wish to leave their work. Mr. Turton Smith is of opinion that it gives some good men and some indifferent men, and Mr. McAndrew that it has given a few failures, *i.e.*, men not good of their class, and that men have taken years to pass the departmental examination. All these officers, however, give a preference to men educated in England over young men brought up in India. Mr. Turton Smith considers that the latter class are more partial in their judgments, have some of the defects of Natives, and are influenced not solely by a man's work. Mr. McAndrew thinks that, on the whole, they are inferior to men educated in England. They are more native in their habits and ways of thinking and in their want of courage.

Messrs. Meakins, Williams, and Amar Singh, Inspectors, would promote to superior offices from the grades to which they belong. Colonel Waterfield endorses this to some extent, while Major Hutchinson and Messrs. O'Brien and Turton Smith are opposed to it, the reasons given being the deficiency of Inspectors as a class in education and social position, the late age at which those who work their way through the lower grades reach the rank, and the ignorance of English among Native Inspectors. It is suggested that the promotion of European Inspectors to posts for which their Native comrades in the same grade are disqualified only by ignorance of English would by creating discontent have a prejudicial effect on the force.

Employment of Natives in the superior grades.

Colonel Waterfield would not advocate this as a rule, but would promote to Assistant District Superintendentships a certain number of 1st class Inspectors. He sees difficulties arising from the *quasi*-military duties of a District Superintendent, from the occurrence of religious riots, and the presence in the district of non-official Europeans, and, therefore, considers that only men of special education, training, character, and bravery can hold such positions. He has not come across such Natives in the Police. They always endeavour to surround themselves with their own creatures. He would, therefore, appoint only a proportion from among the Inspectors and bring in new men to fill the remaining vacancies. Candidates should have passed the entrance examination and a subsequent qualifying examination in law and procedure, which might be competitive. Mr. Clark thinks that Natives might be appointed Assistant District Superintendents up to a certain number, but should not be District Superintendents unless in very exceptional cases. He sees difficulties from the circumstances alluded to above in the précis of Colonel Waterfield's evidence, and would appoint new men by a mixed system of nomination and competition, as Extra Assistant Commissioners are now appointed. The qualifications should be respectability of family and belonging to a martial or governing race, good education, good character, and good physique. Mian Sher Singh, Assistant District Superintendent, sees no reason why a Native, if qualified by education, should not fill the office of District Superintendent of Police. He allows that in case of a religious riot, the reputation of a Native District Superintendent would suffer; but adds that in such cases the people will not believe in the impartiality of a European officer. Lala Amolak Ram, Munsif, *i.e.*, a Subordinate Civil Judge, has never served in the Police, but thinks that the duties of a District Superintendent could be more satisfactorily performed by Natives. He would admit them to the controlling grades by competitive examination in literature and law, and in some cases by promotion from the lower ranks.

On the other hand, Amar Singh, Inspector of Police, considers that a knowledge of English, though not essential for an Assistant District Superintendent, is indispensable for a District Superintendent, and that it would be difficult for an officer who is either a Hindu or a Mahomedan to perform properly the duties of a District Superintendent in a rural district. Messrs. O'Brien, Warburton, Turton Smith, McAndrew, and Major Hutchinson are opposed to the employment of Natives, at all events at present, in the superior grades of the Police.

Mr. O'Brien writes as follows in reply to questions put by the Sub-Committee:

> (*a*) I would not advocate the appointment of Natives to the offices of District Superintendent or Assistant. The District Superintendent is very much uncontrolled. The very best Natives in such a position become slovenly and unpunctual in their work. They would not be impartial. I draw this conclusion mainly from what I have seen of Natives in civil charge of sub-divisions, of districts, and of Tahsildars in isolated tahsils.
>
> (*b*) I have never met a Native who even in an exceptional case was fit to be a District Superintendent or Assistant.
>
> (*c*) I have no experience of how a Native works in position of military or *quasi*-military command. The discipline of an ordinary Police station is generally very lax, and the station and its surroundings are dirty and slovenly.
>
> (*d*) I do not know a Native who would be impartial in a religious row. Even if he was impartial, his impartiality would not be believed in by his compatriots. Few Natives have the strength of mind to do anything opposed to the wishes of their own sect.
>
> (*e*) A Native District or Assistant Superintendent would be in a very difficult position if he had to act against European criminals. I believe that he would not from fear do his duty.

Major Hutchinson would not advocate the appointment of Natives to the offices of Assistant District Superintendent or District Superintendent, whether ordinarily or in exceptional cases. He writes:

> It is true that Natives generally would be better detective officers, but that is not so much required in these posts as the power to rule and train large bodies of men. I would not advocate even exceptional cases.

In reply to the question as to whether he saw any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans, Major Hutchinson observes:—

> All these are good reasons for not appointing Natives to the post of District Superintendent. I have never yet seen a Native who could be trusted for the post, and who has sufficient executive ability. Natives properly trained make good Judicial officers, but not good Executive officers. Natives will not be fit to rule over large bodies of men of mixed nations such as are found in the Police, and to be trusted in Police charge of districts in which there are numerous races, as in any Punjab District, until they have been educated out of caste prejudice that must take some two or three generations.

If such appointments be made, he would prefer to bring in new men into the grade of Assistant District Superintendent to appointing Inspectors. Competition modified by selection, he considers, would be the best plan, and the qualifications to be required are powers of organization, a high standard of education, physical strength, and utter disregard of national or caste prejudice and strict integrity.

Mr. Warburton sees no reason why Natives should not be appointed if they are qualified for the post; but his experience is that, as a class, he does not remember ever to have come across any Native gentleman who would make a good Assistant District Superintendent. He considers that Natives are altogether deficient in the necessary qualifications, moral, physical, and mental. Their associations, party feelings, and prejudices would militate against their efficiency as Police officers. He has known three or four Native Assistant District Superintendents, but not one who was satisfactory. He does not think that, speaking generally, the 2nd class Assistant District Superintendents are such men as he would select for District Superintendentships.

Mr. Turton Smith's evidence on the point is—

> Have you had Native Assistant Superintendents working under you?—Yes.
>
> What do you think of them?—I do not think they are satisfactory. They are not good at maintaining discipline. They are not, as a rule, so impartial as they might be, and, even if they are not themselves biassed, the people impute partiality to them. For instance, during a riot at Hushiarpur, a Mahomedan Inspector fired a revolver, not intending to kill any one. However, it took effect on a Mahomedan in the crowd, who died subsequently. The Mahomedans all insisted that the shot had been fired by a Native Assistant Superintendent of Police, a Hindu. I adduce this fact as an illustration of the readiness of persons of one sect to bring false charges against members of another. I observed the same thing during the Mahomedan riots in Lahore the year before last: members of one class, even those in office, constantly declaimed against the other.
>
> How do Native subordinates do their work?—Some of them exceedingly well.
>
> Do the same causes militate against their efficiency as militate against the efficiency of Natives in higher positions?—They do.
>
> Is it desirable, as a rule, to promote Inspectors to Assistant Superintendentships?—No; only as reward for long service it is desirable.
>
> Would you carry the promotion further to District Superintendentships?—It may be that in the future, schools like the Punjab Chiefs' College may give us a class of Natives such as we have not as yet had; and if so, and if only their sectarian prejudices can be got over, I do not see why Natives of that class should not be brought in as Inspectors at once and allowed to rise gradually to higher grades; but at present amongst the District Inspectors I know of none whom I would put in charge of a district.
>
> You heard the evidence of the last witness about the duties of District Superintendents and the difficulties a Native would have in performing those duties satisfactorily. Do you agree with what he said?—I do.

Mr. McAndrew, Deputy Inspector General, gave the following evidence:

There have been Native Assistant Superintendents of Police in this Province?—Yes.

How have they done their work?—Fairly. No Native has yet been appointed a 1st class Assistant Superintendent or a District Superintendent in this Province.

Do you see any objection to the appointment of Natives as Assistant Superintendent?—Certainly; I do not think they could be trusted to be impartial on occasions of religious disturbance. They would take sides, and I think also they would make use of methods in detecting crime which would not be in accordance with our notions.

When Natives are appointed Assistant and District Superintendents, is it desirable to post them to Provinces other than those to which they belong?—Certainly.

Are you aware that there is a Sikh District Superintendent who has obtained considerable reputation in the Central Provinces?—I was not aware of it, but I can quite understand that a Native who belongs to a race accustomed to command, placed in a Province where he has no family connections, and where there are no religious differences to militate with his usefulness, might make a very fair District Superintendent.

Are you aware whether this question of employing Natives has ever before been mooted in the Department here, and whether it was or was not then accepted that Natives might be employed if they could be obtained of sufficiently good education and moral character?—Yes, and the result was the throwing open of the 2nd class Assistant Superintendent's grade to Natives, and it was at the same time stated that if they showed special qualification, they might be promoted still higher. A similar enquiry of the same nature was made even before the Punjab Police was organized, and the general opinion was that European supervision was a thing which could not be dispensed with. In former days, we had Police battalions commanded by Natives taken over from the Sikh army. They were a semi-military body, doing jail and treasury duty under a Native Commandant associated with an English Captain of Police.

The witness explained his evidence in a note subsequently submitted, from which the following extract is taken:—

I objected to the appointment of Natives. In doing so, I wish it to be clearly understood that my objection extends only to Natives as they now are, and as I know them, and not to Natives as they may become when the benefits of education are more generally spread, and when a higher standard of morality prevails among them My objections are formed on following reasons, *viz.*:—

The Natives are wanting in energy, both physical and mental, and are consequently deficient in that strength of character necessary for the maintenance of discipline.

That their impartiality in the distribution of the patronage which would fall into their hands could not be depended on, as they are so hampered by family and caste ties that even when they wish to be impartial they cannot be so.

That their conduct could not be depended on in case of religious disputes and disturbances, and that in such case their impartiality would most certainly not be believed in by the people generally. That there would always be a fear that they would countenance on the part of their subordinates methods of detection of crime which, according to English ideas, are not to be justified.

Again, in case of political disturbances, such as may arise at any time, the Government would not be able to depend on the information furnished by them, nor on their conduct generally.

Recruitment of Inspectors.

The general rule is that a candidate for any Police appointment inferior to that of Assistant District Superintendent must, except in very special cases, enter the Force as a Constable or as a Probationer. The following is an extract from the rules for the nomination and training of Probationers which will be found in Section II ot the Volume relating to this Department: "The situation of Probationers is intended to give to suitable persons the opportunity of qualifying by real and earnest hard work during a period of 12 months for the post of Sergeant, or in very exceptional cases of marked ability and assiduity, of Deputy Inspector." Inspectors are promoted to that rank from Deputy Inspectors. Sergeants and Deputy Inspectors in the Punjab Police correspond respectively to Head Constables and Sub-Inspectors in the North-Western Provinces and Lower Bengal. The officer in charge of station is generally a Deputy Inspector. He may in some cases be a Sergeant. He does the detective work. The Assistant District Superintendent supervises his work, and sometimes the Inspector does so. Generally there is one Inspector to each district, but sometimes two or three. An Inspector is often put in charge of a serious case. He does general inspection work, and ought to be a man of intelligence (*vide* Mr. McAndrew's evidence). Mr. Clark and Inspector Amar Singh approve of appointing Inspectors from Deputy Inspectors. The latter officer adds that seniority and special ability should be taken into consideration. Colonel Waterfield would make some direct appointments as well as from the subordinate ranks in order to give men of education and character an opportunity of entering the Police Service as Inspectors. He says that men are fitted in 18 months or 2 years for the appointment of Assistant District Superintendent, and that they can qualify in a similar period for an Inspectorship. They must have passed the entrance test of a University, and then a qualifying test in law and procedure. Major Hutchinson is in favour of appointment by competition among a few carefully nominated candidates.

Leave and Pension.

The English Uncovenanted officers of the Force come under the rules of the Civil Leave and Pension Codes, but they labour under a disadvantage as compared with Native Constables and Sergeants, inasmuch as the latter are allowed to count 1 year's furlough or sick leave in 15, and 2 years of such leave in 30, as service for pension, whereas the former have no such privilege. The European Uncovenanted officer also counts his service for pension only from the age of 22, and the difficulties as to leave prevent an officer taking the rest and recreation that is necessary for his health and efficiency.

Section II.—Note by the Departmental Member.

The present regulations of the Department as to admission to the various grades and ranks of which it is composed.

Enrolments to a grade higher than that of Constable are governed by the rules contained in Chapter XLII of the Police Rules, and are subject to those prescribed in paragraphs 2, 6 and 13 of Chapter XXI.

In effect a candidate for any Police appointment inferior to that of Assistant District Superintendent of Police must, except in very special cases, enter the Force either as a Constable or as a Probationer.

A copy of the printed rules for the appointment of European British subjects (not being Covenanted Civilians or Military Officers) is attached. These rules apply to the appointments of candidates to the 1st class of Assistant District Superintendents of Police. The 2nd class, is reserved for Natives of India and Inspectors, and their appointments are recommended to Government on the principle of selection. In the case of the only Native now in the Force who has been appointed direct to an Assistant District Superintendent's post, it is understood that the authorities of 1868 were chiefly guided by the desire to appoint a Native of high social rank as an experiment. The remaining Natives in this class are promoted Inspectors.

Of the gazetted grades, 25 per cent. of the total staff is under the Government of India, Home Department, Resolution No. $\frac{1}{74\text{-}95}$ of March 1885 to consist of Military Officers, and these are first appointed as Assistant District Superintendents of Police, 1st class, 1st grade.

The present regulations as to promotion.

The rules regulating the promotion of the subordinate grades up to the rank of Inspector are given in the printed copy of Chapter XLV of the Police Rules, paragraphs 4 to 8, 10-11, and 15-16.

Promotions from Inspector to the 2nd class of Assistant District Superintendent of Police are made in exceptional cases in consideration of long service, special aptitude for Police work, and conspicuous integrity.

Promotions from Assistant District Superintendent of Police to District Superintendent of Police and from District Superintendent of Police to Deputy Inspector General are governed by the principle that the senior man, *if recommended*, should get the promotion. Promotion in the different grades of Assistant District Superintendent and District Superintendent of Police is ordinarily given by seniority.

The conditions of service in regard to pay, pension, and furlough.

Uncovenanted Officers come under the ordinary rules of the Civil Pension Code. The leave rules applicable to all ranks, except Military Officers, are those of the Civil Leave Code for Uncovenanted Officers.

Constables and Sergeants on less than Rs. 20 a month are allowed to count 1 year's furlough or sick leave in 15 years, and 2 years of such leave in 30 years, as service for pension, and I may mention here that the rule under which this concession is limited to the Native Constable and Sergeant is regarded as a distinct hardship by the English Officers of the Force.

The technical requirements of the Department and the professional attainments essential to efficient service.

The technical requirements of the Department are difficult to define, but to be efficient in any grade of the Force, a Police Officer should be educated in Urdu and should be conversant with elementary drill, and be possessed of a sufficient knowledge of law and procedure to be able to perform his duty without exceeding his authority.

Gazetted Officers require an extended knowledge of Criminal Law, must be good riders, and, to be at all successful as District Superintendents, must be well educated, and must possess aptitude for the controlling and supervision of large bodies of men, seeing that they have to perform the numerous duties of Commanding Officer, Adjutant, Quartermaster, Drill Instructor, and legal adviser to their subordinates.

The classes of the community who seek to be employed in the Department.

As to the classes seeking employment as Constables, great difficulty is experienced in keeping the Force up to strength. A printed return is attached showing the castes of all recruits enlisted in 1885, from which it will be seen that service in the lower grades of the Police is more sought after by Mahomedan, Shekh, Jats, and Sikhs than by other classes. It will be seen, however, that the classes who accept Police employ vary according to the district in which recruiting is carried on.

The classes of the community who apply for direct appointments as Probationers or Non-gazetted Officers are chiefly the sons of retired Native Officers or men of inferior status who, having received some education, are unwilling to accept employment in the lower grades.

Punjab.

Police.

Section II.

The greater number of applicants for appointment as Assistant District Superintendents of Police are the sons of Civil and Military Officers who have either failed to enter the Army or Covenanted Civil Service, or whose education has not been of a sufficiently special character to admit of their taking up a professional career; a large proportion also might be described as the descendants of domiciled Europeans. A few Eurasians apply, but sons of European Officers form the majority of the applicants.

The comparative capacity of each for rendering efficient service.

In the subordinate grades, Syads, Sikhs, Dogras, and Katris of the rural and non-trading families form the most efficient Constables and Sergeants. As Non-gazetted Officers, Sikhs and Pathans are, as a rule, the more efficient classes in so far as they are respected by the men, and are free from many of the prejudices which militate against efficiency.

In cantonments and large stations, only Europeans or Eurasians are capable of dealing with cases connected with European offenders, and qualities other than those required in rural districts are necessary.

In the gazetted grades, it is found that the sons of officers who have been educated in England perform more efficient service as Assistant District Superintendents of Police and District Superintendents of Police as compared with young men brought up in India; but these again are at a disadvantage when compared with Military Officers who enter the Department after undergoing some years training in a regiment, and consequently are better able to control their subordinates and command more respect than Civilians could do in the earlier years of their service.

Existing organization and constitution of the Department.

A tabular statement showing the existing organization and constitution of the gazetted staff of the Police is attached.

O. MENZIES, *Colonel,*

Inspector General of Police, Punjab.

Existing Organization and Constitution of the Police Department, Punjab.

1	2	3		4							
				NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY							
				1	2	3	4				
Department.	Total number of gazetted appointments.	Distribution of the gazetted appointments amongst classes and grades, with rate of pay attached to each.	Rs.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.	Remarks.
Police ...	63	Inspector General of Police	2,250	1	...	...	...	...	...	...	
		Deputy Inspector General, 1st grade ...	1,500	1	...	...	...	...	...	...	
		2 Deputy Inspectors General, 2nd grade ...	1,200	2	...	...	...	...	...	...	
		4 District Superintendents, 1st „ ...	1,000	3	1	...	...	...	...	...	
		6 ditto 2nd „ ...	800	4	1	...	...	...	1	1	
		1 Assistant Inspector General of Railway Police	700	1	...	...	...	...	...	...	
		12 District Superintendents, 3rd grade ...	600*	6	6	...	...	...	...	...	* Includes 1 District Superintendent of Police for Personal Assistant to Inspector General of Police. † Includes 1 District Superintendent of Police for Assistant Inspector General, Special Branch.
		12 ditto 4th „ ...	500†	12	...	...	...	...	...	...	
		4 Assistant Superintendents, 1st class, 1st grade	450	4	...	...	...	...	...	...	
		6 ditto ditto 2nd „	350	6	...	...	...	...	...	...	
		8 ditto ditto 3rd „	250	5	2	1	...	...	...	...	
		2 ditto 2nd class, 1st „	400	...	...	...	1	1	...	2	
		2 ditto ditto 2nd „	300	...	1	...	...	1	...	1	
		2 ditto ditto 3rd „	200	...	...	1	1	...	...	1	

LAHORE,

The 15th April 1887.

O. MENZIES, *Colonel,*

Inspector General of Police, Punjab.

Punjab.
Police.
Section II.

Existing Organization and Constitution of the Police Department, Punjab—contd.

Appointments on salaries of between Rs. 100 and Rs. 200 per mensem.

1	2	3	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY						
			1	2	3	4			
						NATIVES OF INDIA.			
Department.	Total number of appointments, not being purely clerical, on salaries of Rs. 100 and upwards.	Distribution of appointments mentioned in columns 2 amongst classes and grade, with rate of pay of each.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Police ...	67	29 Inspectors, 3rd grade, on Rs. 100	3	2	...	11	13	...	24
		21 ditto 2nd " " 150	...	4	2	6	9	...	15
		17 ditto 1st " " 200	1	4	2	5	5	...	10
Total ...	67	67 of all grades	4	10	4	22	27	...	49

SIMLA,
The 20th May 1887.

By order,
C. BROWN,
Personal Assistant to Inspector General of Police, Punjab.

Police Rules.

CHAPTER XLIII.—PROBATIONERS.

(*a*) *Appointment of Probationers, Sections* 2—4.

(*b*) *Training of Probationers, Sections* 5—23.

Probationers.

1. The following rules relate to Probationers in the Police:

(*a*) *Appointment of Probationers.*

Number sanctioned.

2. There shall be three Probationers in each Circle, and all vacancies in this grade shall be filled by Hindus and Mahomedans alternately.

Appointments by whom made.

3. (1) Appointments to the grade of Probationer shall be made by the Deputy Inspector General of Police, and every such appointment made by a Deputy Inspector General of Police shall be reported to the Inspector General of Police.

(2) It shall be the duty of the District Superintendent in whose district a vacancy occurs in the grade of Probationer to report the matter to the Deputy Inspector General of Police.

Qualification of Probationers.

4. Every person nominated to be a Probationer shall possess the following qualifications; that is to say—

He shall

(*a*) be not less than 18 nor more than 25 years of age;

(*b*) be of good family, well educated, and have satisfied his nominor in the manner prescribed by paragraph 2 of Chapter XXI, entitled "Examinations;"

(*c*) be certified by the Civil Surgeon as physically fit for the Police Service;

(*d*) if nominated by a Deputy Inspector General of Police, be an inhabitant of the Circle; and

(*e*) if nominated by the Inspector General of Police,* be an inhabitant of the Punjab.

(*b*) *Training of Probationers.*

Training of Probationers.

5. The training of Probationers shall be conducted as prescribed in the following rules:

Object of the post of Probationer.

6. Districts Superintendents of Police shall take especial pains to explain to each Probationer that he will not, as a matter of course, or without considerable and continuous exertion on his part, obtain an appointment in the Police Force. The situation of Probationer is intended to give suitable persons the opportunity of qualifying, by real and earnest hard work, during a period of twelve months for the post of Sergeant or, in very exceptional cases of marked ability and assiduity, of Deputy Inspector.

Probationers to be warned that great diligence will be insisted on.

7. It shall further be explained to each Probationer that, although full opportunity and all reasonable assistance will be given him, success or failure depends on himself and on his own diligence. Probationers are to be warned that the examination prescribed by Chapter XXI, entitled "Examinations," will be a real and severe test, and, unless they are prepared to strenuously exert themselves, they are advised that it is better for them to relinquish their appointments rather than lose valuable time.

Year of probation how spent.

8. The year of probation shall be divided as follows:

(*a*) Drill and *quasi*-military duties	3 months.
(*b*) Station-house duties	4 "
(*c*) Duties of Court Inspector and Office Reader	1 month.
(*d*) Duties pertaining to record of crime and to returns	1 "
(*e*) Duties of Pay Sergeant and Orderly Sergeant	2 months.
(*f*) Drill and final preparation for examination	1 month.

Books to be procured by Probationers.

9. Each Probationer shall provide himself with a copy of the following books for use during the year of probation:

Vernacular Drill Book.
" Penal Code.
" Criminal Procedure Code.
" Police Circulars.
" Catechism.
" Schedule of Local and Special Laws.

Probationer to attend drills.

10. Throughout the period of his probation, a Probationer shall attend all drills, whether at head-quarters or at the Police station, and employ his leisure time in studying the books aforementioned.

Intelligent interest and rapid progress in drill expected.

11. The Drill Sergeant shall drill each Probationer as an ordinary recruit. But Probationers being educated men shall be required to make more rapid progress than the ordinary recruits, and to acquire in the three months, besides a thorough set-up, a competent knowledge of the manual and platoon exercises, of company drill, and of guard duties.

Dulness, indolence or inattention to be reported.

12. If Probationers do not make such progress as may reasonably be expected of them, and appear indolent or inattentive, they shall be reported to their nominors.

Number of drills.

13. Each Probationer shall be drilled three times every day (except Sundays and other close holidays). The mid-day drill shall be devoted to the carbine exercise, and shall be conducted in barracks or under the shade of trees.

---

* The Inspector General of Police does not appoint, but will occasionally nominate Probationers.

Course of four months at the Sadr Police station.

14. (1) On the expiration of three months from date of appointment, each Probationer shall be attached to the Police station at district head-quarters for four months, and placed under the special care of the Officer in Charge.

(2) It shall be the duty of the Officer in Charge to take such Probationers with him when investigating cases, and to point out to them the procedure adopted.

(3) Whilst at the Police station, Probationers shall be taught how to prepare the different reports required by law or rule, how to keep the various books and registers, and generally to understand thoroughly the course of Police business.

Study under the Court Inspector and Office Reader.

15. Probationers shall spend the eighth month of their probation under the tuition of the Court Inspector and the Reader of the District Superintendent of Police. They shall thoroughly learn the manner of record, the uses and mode of keeping the Court Inspector's and Police Office books, and the treatment of correspondence. They shall further be instructed in the duties connected with bringing cases before the Courts and in regard to property which is taken charge of by the Police.

Record of crime and criminal statistics.

16. The next month shall be devoted to obtaining an insight into the books connected with the record of crime in the office of the District Superintendent of Police under the officials named in the last preceding rule. Each Probationer shall learn how the different papers are disposed of.

Pay and interior economy of the Force.

17. During the next two months Probationers shall learn under the Pay and Orderly Sergeants the duties of those departments. Probationers shall become acquainted with the preparation and record of acquittance rolls, &c., and with the uses of office books kept in such departments, together with the discipline and interior economy of the Force.

Riding school.

18. Whenever Mounted Constables may be in hospital, opportunity shall be taken to use their horses for the training of Probationers at the riding school.

Final month of preparation.

19. Probationers shall spend the last month of their probation under the Drill Sergeant, to refresh their memories with what they first learnt, and generally to prepare for their examination. They shall only be required to attend one drill on each working day of such month.

Probationers to be enrolled, but not to wear uniform.

20. Though enrolled, Probationers shall not wear uniform, but shall be required to dress neatly and in clean white clothing, until they have been assigned their permanent position in the Force. For purposes of drill, &c., belts and arms shall be supplied to them.

Duty of Inspectors.

21. Inspectors of Police shall place all due facilities in the way of Probationers qualifying themselves, and shall interest themselves in the progress of the Probationers attached to their districts.

Extension of probation.

22. If a Probationer from sickness or other cause over which he has no control is incapacitated from proper study, he shall, if possible, appear at the annual examination ; and if he appears, his nominor may, after considering his answers, allow such Probationers a further term of probation if he seems to have made the best use of such time as he was able to use.

CHAPTER XXI.—EXAMINATIONS.

(a) *Of accepted candidates for Probationer's appointments.*

Preliminary examination for probationers.

2. (1) Before a Probationer is appointed, he shall pass an examination in reading and writing the vernacular to the satisfaction of the officer who nominates him.

(2) The test in reading shall include both written and printed characters.

(3) Such examination may be conducted by the officer who nominates the Probationer, or by any gazetted Police Officer specially appointed in this behalf by such officer.

(4) Such passed Probationer, on appointment, shall be enrolled.

Division of tests and the qualification required to pass.

6. (1) Subjects (*a*), (*b*), (*c*), and (*d*) shall form the Law test, and the remaining subjects the Departmental test.

(2) No officer who is not physically and mentally fit to discharge the duties of a Deputy Inspector, and who does not possess a character for honesty and steadiness, or who is not likely to obtain half marks in subjects (*f*) and (*h*), should be allowed to present himself for examination.

The names of approved candidates for examination shall be intimated to the Deputy Inspector General.

(3) A candidate may be passed separately for either the entire Law or the entire Departmental test, but he shall not be passed for single subjects. Sergeants in the Railway Police may qualify in the Departmental portion of the examination, subject to passing tests (*f*) and (*h*) with two-thirds marks prior to promotion to the rank of Deputy Inspectors.

(4) A candidate shall not be passed unless he obtains at least half marks in each paper, and two-thirds of the maximum marks in the aggregate of all the papers, or of all the papers in one test if he is passed for one test only.

Deputy Inspector General to accept or reject examinees as candidates for Deputy Inspectorship.

13. (1). Such Deputy Inspector General of Police shall, after considering such papers, accept or reject such examinees as candidates for the position of Deputy Inspector or Inspector.

Or decide on position to be held by a Probationer.

Or, in the case of Probationers, decide the position they are qualified to occupy. Probationers shall not ordinarily be appointed to a higher position than that of Sergeant, and such Deputy Inspector General of Police shall decide the grade he considers each Probationer qualified for.

(2) If the result of the examination is altogether unfavorable to a Probationer, he shall be discharged.

CHAPTER XLV.—PROMOTION.

Rule of seniority and seniority rolls.

4. The ordinary rule for promotion shall be that, when a vacancy occurs, the first fully qualified Police Officer, in order of seniority, in each grade and rank below shall be promoted ; and, to secure the due claims of seniority, each District Superintendent of Police shall maintain a roll of Constables and Sergeants subordinate to him in the order of their seniority, in the form

given as No. I in the Appendix, with the particulars which appear from such form; and each Deputy Inspector General of Police shall maintain, in the form given as No. II in the Appendix, with the particulars which appear from such form, a roll of Mounted Constables, Probationers, and Sergeants who have passed the examination required before promotion to the rank of Deputy Inspector, and shall enter their names in the order of their seniority.

Past services to be fully considered.

5. In estimating the claims of a Police Officer to promotion, it shall be incumbent on the officers who recommend, and who make the promotion, to give as full consideration to services rendered to Government under other officers as to such services under themselves.

PART II.—RULES FOR PROMOTION TO GRADES AND RANKS.

Promotion from a lower to a higher grade in same rank.

6. With respect to promotion from a lower to a higher grade in the same class or rank, the following regulation shall have effect; that is to say —

(1) every Constable shall be promoted from the 2nd to the 1st grade of Constable by seniority, provided that in every second vacancy priority shall be given to Constables who can read and write Urdu, and who are thoroughly efficient in all other matters;

(2) Sergeants, Deputy Inspectors, and Inspectors shall ordinarily be promoted to a higher grade of the same class by seniority; but for special reasons the officer next for promotion may be passed over, and in this case an entry shall be recorded in the order book and in the seniority roll, or in the Provincial list of Deputy Inspectors and Inspectors, as the case may be, settling out the special reasons why each officer passed over for promotion has been so passed over.

Promotion from lower to higher rank.

7. In promoting Police Officers from one rank to another, the rule contained in sub-section (2) of last preceding paragraph shall be followed.

Promotion to Sergeant.

8. No Constable shall be promoted to the rank of Sergeant unless he bears a good character and is physically and mentally qualified for the position, and ordinarily unless also—

(*a*) he can read and write the vernacular sufficiently well to discharge the duties of a Clerk at a Police station; or

(*b*) he possesses exceptional detective ability; or

(*c*) he possesses an exceptional knowledge of drill and discipline, has served in the Army or Military Police, and the position to be filled is one of a *quasi*-military character.

Promotion to Deputy Inspector and in the grades of Deputy Inspector.

10. (1) On the occurrence, otherwise than in the Peshawar and Derajat Divisions, of a substantive vacancy in the rank of Deputy Inspector, the Deputy Inspector General of Police shall, or, of a substantive *pro tempore* or acting vacancy, which under the rules in force may be filled by promotion, the Deputy Inspector General of Police may call for recommendation rolls and the character and service rolls of the three officers, who, according to the circle register, are next for every promotion then to be made; or, if the Deputy Inspector General of Police deems the senior officers unfit for substantive promotion, he shall call for recommendation rolls and the character and service rolls of all the officers to be passed over and of the officer he deems fit for the next promotion.

(2) Such recommendation rolls shall be carefully prepared by the District Superintendent of Police of the district in which the officers are serving, in the form given as No. III in the Appendix, and with the particulars which appear from such form, and the Deputy Inspector General of Police shall make the promotion after duly considering the facts stated in such recommendation and character and service roll.

(3) The Deputy Inspector General of Police may make substantive promotions from one grade to another of Deputy Inspectors in order of seniority without calling for rolls; but if he desires to promote substantively otherwise than by seniority, he shall follow the rule prescribed by sub-section (1).

(4) In the Peshawar and Derajat Divisions, promotions to Deputy Inspector, and in the grades of such rank, shall be made by district *ex-officio* Deputy Inspectors General of Police, who shall call for such information from their District Superintendents of Police as may be necessary.

(*c*) *Promotion from Deputy Inspector to Inspector, and in the grades of that rank.*

Promotion to Inspector and in the grades of Inspector.

11. (1) On the occurrence of a vacancy in the rank of Inspector which, under the rules in force, has to be filled up by a substantive, substantive *pro tempore*, or acting promotion to the rank of Inspector, or to the rank of Inspector, and from one grade to another in such rank—

(*a*) if such vacancy occurred in the Peshawar or Derajat Division, the Commissioner; and

(*b*) if such vacancy occurred in any other part of Punjab, the Inspector General of Police, if such promotion is substantive, shall, or, if such promotion is not substantive, may, call for a recommendation roll from each of his *ex-officio* Deputy Inspectors General of Police, or Deputy Inspectors General of Police, as the case may be, for every promotion then to be made to the rank and to a higher grade of Inspector, and for the character and service rolls of the Police Officers recommended.

(2) Such recommendation rolls shall be carefully prepared, in the form given as No. III in the Appendix, and with the particulars which appear from such form, by the *ex-officio* or other Deputy Inspectors General of Police.

(3) The Commissioner or Inspector General of Police, as the case may be, after duly considering the facts stated in such recommendation and character and service rolls, shall make the promotions.

Punjab.

Police.

Section II.

PART IV.—SPECIAL CASES.

Special service.

15. When a Police Officer renders very special and excellent service, he may be promoted to such rank as may be fitting, irrespective of seniority; the reasons justifying action under this rule shall, in all cases in which it is acted on, be fully entered in the order book and seniority roll.

Inspector General may promote specially.

16. The Inspector General of Police may sanction or order special promotion in special cases.

Rules for the appointment of European British subjects (not being Covenanted Civilians or Military Officers) to gazetted offices in the Police Department of the Punjab.

I.—A register of approved candidates for direct appointments by competition to gazetted offices in the Police Department shall be maintained in the office of the Inspector General of Police.

II.—The qualifications indispensable for the acceptance of candidates are the following:

(*a*) The applicant must not be under 20 nor over 25 years of age on his last birthday.

(*b*) He must furnish the certificate of physical fitness prescribed under section 102, clause 2, of the Civil Pension Code (5th Edition).

(*c*) He must give satisfactory evidence of (i) good moral character; (ii) habits of personal activity; and (iii) gentlemanly bearing.

(*d*) He must have passed the higher standard examination in Urdu as laid down in G. G. O., Military Department, No. 734, dated 19th September 1864, omitting the Hindi test.

III.—Evidence under Rule II, clause (*c*), shall consist of certificates signed by a Schoolmaster, Tutor, Clergyman, or Magistrate, and shall relate at least to the three years immediately preceding the date on which the application is made for a nomination.

IV.—The number of names admitted to the register will be about five for each expected vacancy for competition; and if at any time the number on the register exceeds this, fresh names will not ordinarily be admitted till an approximation to the above proportion is effected.

V.—Every candidate whose name is admitted on the register will receive a certificate in Form B attached to these Rules.

VI.—An estimate will be made every year in the month of *June*, and published in the issues of the *Punjab Government Gazette* during the months of *July* and *August*, of the number of appointments expected to become available for competition in the following year, and these appointments will be conferred in accordance with the results of a competitive examination as provided below.

VII.—If the actual number of vacancies during any year falls short of the number notified, the successful candidates for the notified number of vacancies who have not been provided with appointments will be appointed without further examination to the first available vacancies, and the estimate of available vacancies for the next competition will be correspondingly reduced.

VIII.—The examination will be held yearly at Lahore on or about the *21st October*, and, if possible, at the same time as the Departmental examinations are held.

IX.—Every accepted candidate whose name is on the register may, on presentation of his certificate in Form B, appear at any examination held under the preceding Rule; provided that on or before the *15th September* he has signified in writing to the Inspector General of Police his intention to do so.

X.—The name of every candidate who fails to gain an appointment at the first examination after he obtains the age of 25 years shall be removed from the register.

XI.—The examination will be as shown in schedule (*a*) attached to these Rules, and successful candidates will be appointed to vacancies in the order of merit in which they pass: provided that no candidate shall receive an appointment if he fails to obtain 60 per cent. of the aggregate marks assigned for the whole examination, and 30 per cent. in each subject.

XII.—If a sufficient number of candidates to fill the vacancies available for competition do not appear at the examination, or do not pass, the Lieutenant-Governor will, at his discretion, appoint other persons to the vacancies.

XIII.—Successful candidates will be appointed subject to the conditions as to Departmental examinations, &c., set forth in the orders of the Police Department.

XIV.—All appointments will, in the first instance, be officiating and on probation; but the persons so appointed will, if their service is approved, and if they fulfil the departmental requirements of the preceding Rule, be confirmed in the order of first appointment as permanent vacancies occur in the proportion of appointments reserved for competition.

SCHEDULE A.

List of subjects for Examination.

Composition	... 100 marks.
Writing an original essay on a subject prescribed at the time of examination—	
Literature	... 100 marks.
History of India and Administration Report of the Punjab for the year 1882-83—	
Law	... 100 marks.
Criminal Procedure Code (excepting the Schedules), Act X of 1882, Law of Evidence (Act I of 1872)—	
Geography	... 50 marks.
Arithmetic	... 50 „

SCHEDULE B.

This is to certify that has been accepted as a candidate for the appointment of Assistant District Superintendent of Police in the Punjab, and that he is entitled to appear at any examination held under Punjab Government Notification No. , dated , up to and including the examination in 18 .

Secretary to Government, Punjab.

Section III.—Sittings at Lahore

WITNESS No. I—*22nd April 1887.*

Examination of J. McANDREW, Esq., Deputy Inspector General of Police, Lahore Circle.

Punjab.

Police.

Section III.

J. McAndrew, Esq.

The *President.*

In what year did you enter the Department?—In 1860 as Assistant Superintendent. I had been about six months in the country. I have served in a great many districts of this Province.

Is it not the case that, under the orders of the Government of India, a certain number of the District Superintendents of Police in this Province are Military men?—The order was that 25 per cent. of these appointments should be held by Military men; but the number of Military men who actually hold these appointments is less, and in future has to be made up by the appointment of a Military Officer to every third vacancy. The Military Officers who hold the appointment of District Superintendent are not stationed at special districts, but are transferred indiscriminately with other officers.

How are Assistant Superintendents appointed?—A rule has been passed requiring candidates for these appointments to undergo a limited competition, and one appointment was made in that way; but recently, owing to there being a number of vacancies in the Force caused by the transfer of officers to Burma and Beluchistan, the Lieutenant-Governor permitted the Inspector General to choose five out of the seven gentlemen who had applied for the appointments, and who fulfilled the preliminary conditions, considering that competition was under the circumstances unnecessary. Those appointments, moreover, are only officiating ones.

What preliminary qualifications do you refer to?—Candidates for appointments of Assistant Superintendents must be not less than 20 nor over 25 years of age. They must also be furnished with a certificate of physical fitness and satisfactory evidence of a good moral character, active habits, and gentlemanly bearing. They must also have passed the higher standard examination in Urdu prescribed for Military Officers.

Do domiciled Europeans and Eurasians apply for these appointments?—Yes. One of the men appointed lately was born and educated out here. I am not quite certain about the others. There are two grades of Assistant Superintendents in this Province. The 2nd grade is filled by selection by the Lieutenant-Governor ordinarily from Statutory Natives of India, and to that class are occasionally promoted deserving European Inspectors who do not fall within that category. The pay of 2nd class Assistant Superintendents is Rs. 200, Rs. 300, and Rs. 400 respectively. An Assistant Superintendent of the 2nd class is not ordinarily eligible for promotion to a District Superintendentship. Assistant Superintendents of the 1st class receive Rs. 250, Rs. 350, and Rs. 450 respectively. Promotions to District Superintendentships are ordinarily made from Assistants of this class. We have one Asiatic Native and one Eurasian Assistant Superintendent in the 3rd grade of the 1st class. Among the Assistant Superintendents of the 2nd class there is one Hindu, one Mahomedan, and one Eurasian.

The *President*—contd.

Have you observed the work of the different classes of Assistant Superintendents?—Yes.

Have the Assistant Superintendents educated in the country shown themselves in any way inferior to those who were educated in England?—I think so on the whole. They are more 'native' in their habits and ways of thinking and in their want of energy.

Have the men who were educated in England and appointed directly to Assistant Superintendentships been men of sufficient education?—Hitherto they have been; there have been a few failures among men of that class. By failures I mean that they were not good specimens of their class.

Have they to pass Departmental examination?—Yes. There is not, so far as I know, any rule which prescribes a period in which a Departmental examination must be passed; some men have been many years in passing.

What is the use of the Departmental examinations?—Promotion is only given to the men who pass them.

Colonel *Menzies.*

Is delay in passing the departmental examinations necessarily to be attributed to laziness, or may it not be attributable to the fewer opportunities which some men have for preparing for these examinations?—I do not think it is due to laziness, but I think also that all the men have equal opportunities of passing. I know some who have failed to pass for years, and have had every opportunity for passing if they chose. It does not affect a man's usefulness whether he passes or not.

How long has a knowledge of the language been a condition of appointment to the Police?—Always in this Province.

Apparently you do not often appoint Inspectors as Assistant Superintendents even of the 2nd class?—No. The case is a rare one. The rule allowing such appointments was only introduced in 1884.

Is there any reason why they should not be allowed to proceed to the upper grades?—Yes. They are not, as a rule, the class of men we require for the upper grades. They are men as a rule of inferior education and abilities and social standing.

As regards detective ability, which are the better as a class?—I do not think an Assistant or District

Punjab.

Police

Section III.

J. McAndrew, Esq.

Colonel *Menzies*—contd.

Superintendent requires to possess detective ability. I consider the Indian Police are second to none in detective ability.

Which class of officers are charged with the investigation of offences?—Deputy Inspectors—that is, men in charge of Police stations, or Head Constables. Head Constables receive from Rs. 40 to Rs. 80 a month. The post of Deputy Inspector answers to that of Chief Constable in the Lower Provinces, and that of Sergeant to the post of Head Constable. The officer in charge of a station is generally a Deputy Inspector; he may in some cases be a Sergeant. He does the detective work. The Assistant Superintendent supervises his work, and sometimes the Inspector does so. Generally we have one Inspector to a district, and in some districts two or three. An Inspector is often put in charge of serious cases. He does general inspection work, and ought to be a man of intelligence. I know of no Inspector whom I would consider fit to be promoted as Assistant Superintendent.

The Hon'ble Mr. *Quinton.*

What are the duties of a District Superintendent which you consider an Inspector could not discharge?—The management of the Force generally. The District Superintendent has all the duties of an officer commanding a regiment, besides his criminal work. The force under him may consist of from three to twelve hundred men.

The *President.*

How many districts have you in which the Police number twelve hundred?—The Lahore force is over that number, and in the other important districts, like Amritsar, Delhi, and Multan, they number about twelve hundred. There are special occasions when the District Superintendent has to manœuvre large bodies of men. I see no reason why Inspectors should not be promoted in exceptional cases.

Colonel *Menzies.*

What age would an Inspector have probably reached before he had gone through the grades, and become eligible for such promotion?—He would be a considerable age when he would be only beginning as Assistant Superintendent in the lowest grade.

The *President.*

What are the ages of your Inspectors?—Of the 2nd grade Inspectors one is 26, one is 31, another is 30. Of those in the 1st grade, the youngest is 37.

The Hon'ble Mr. *Quinton.*

What relation does the District Superintendent in a cantonment bear to the Commanding Officer of the Military Force?—No direct relation. He communicates with the Cantonment Magistrate. He is generally supposed to consult the wishes of the Magistrate in everything.

Does he not stand in relation to the Officer Commanding the Military in the same position as a Magistrate does to the Magistrate of the District?—I do not know.

Do you consider that a European or a Native Inspector who has risen to the position of District Superintendent of Police in a Military Cantonment District would be likely to work in harmony with the Military authorities of the place?—Certainly not.

The *President.*

Where is an Assistant Superintendent posted on first appointment?—To a district where he assists the District Superintendent and learns his work. He has no special duties when first appointed. We have no such men as Reserve Inspectors in this Province.

There have been Native Assistant Superintendents of Police in this Province?—Yes.

How have they done their work?—Fairly. No Native has yet been appointed a 1st class Assistant Superintendent or a District Superintendent in this Province.

Do you see any objection to the appointment of Natives as Assistant Superintendents?—Certainly; I do not think they could be trusted to be impartial on occasions of religious disturbance. They would take sides; and I think also they would make use of methods in detecting crime which would not be in accordance with our notions.

When Natives are appointed Assistant and District Superintendents, is it desirable to post them to Provinces other than those to which they belong?—Certainly.

Are you aware that there is a Sikh District Superintendent who has obtained considerable reputation in the Central Provinces?—I was not aware of it; but I can quite understand that a Native who belongs to a race accustomed to command, placed in a Province where he has no family connections, and where there are no religious differences to militate with his usefulness, might make a very fair District Superintendent.

Colonel *Menzies.*

Are you aware whether this question of employing Natives has ever before been mooted in the Department here, and whether it was or was not then accepted that Natives might be employed if they could be obtained of sufficiently good education and moral character?—Yes, and the result was the throwing open of the 2nd class Assistant Superintendents grade to Natives, and it was at the same time stated that if they showed special qualification, they might be promoted still higher. A similar enquiry was made even before the Punjab Police was organized, and the general opinion was that European supervision was a thing which could not be dispensed with. In former days we had Police battalions commanded by Natives taken over from the Sikh army. They were a semi-military body doing jail and treasury duty under a Native Commandant associated with an English Captain of Police.

From what grade do you generally recruit your European Inspectors?—Europeans are generally first appointed as Deputy Inspectors on Rs. 40, Rs. 60, and Rs. 80. That is about the lowest pay on which a European can possibly live, and out of it he has to keep a horse. Natives also are placed in these grades. Many of the Native Inspectors are acquainted with English.

Would it affect the efficiency of the Native Inspectors in the Force if European Inspectors were promoted over their heads to appointments in the

Punjab.
Police.
Section III.
J. McAndrew, Esq.

Colonel *Menzies*—contd.

superior ranks?—It would certainly do so very much. As a rule, the difficulty with Native Inspectors is that they have nothing to look forward to.

The *President*.

Is it absolutely necessary that an Assistant Superintendent should know English?—Certainly. He could not do his work otherwise.

Is the absence of a knowledge of English a difficulty in the way of the promotion of Native Inspectors?—It is one of the difficulties.

Which are the best for detective work, Natives or Europeans?—Natives. Europeans are recruited in the lower grades chiefly for cantonments, railways, and the supervision of large towns.

Have you anything to say as to the pay, pension, and leave rules applicable to your Department?—Yes, both the pay and pension are much too small. I think members of the Uncovenanted Service in the Department are unfairly placed in relation to Military men as Police Officers doing the same work. We all get the same pay, but the Military Officers enjoy more favorable pension and leave rules.

Do you consider that the maintenance of these unfavorable rules for members of the Uncovenanted Service is likely to impair the efficiency of the Department?—Most certainly. Police Officers often suffer from bad health owing to the peculiarly arduous and harassing nature of their duties, which, however, they might get over if only they had opportunities for taking longer leave. In fact Uncovenanted Officer in the Police is in a worse position as regards furlough than a Native Constable, because while the latter may take two years' furlough and count it as service for pension, and also begins to count his service from his 18th year of age, the European Officer can only count his service for pension from the time when he was 21, and may not count any of his furlough as service. In other respects, the rules for both are the same.

Witness No. II—*22nd April 1887.*

Examination of Turton Smith, Esq., District Superintendent of Police, 1st grade.

T. Smith, Esq.

The *President*.

When did you first enter the Department?—In 1863. I have served in a number of districts in and out of the Punjab. I was specially deputed to enquire into postal crime, and was for about 7 years engaged in that work. I have also officiated for a short time as Postmaster General in Bombay and Madras.

Do you consider that the present method of recruiting Assistant Superintendents secures our getting the best men obtainable for the Department?—The existing system is one of limited competition, and we have not yet had sufficient experience of it to be able to judge of its merits. Only one gentleman has yet entered the Department by competition, and, judging from what I have seen of him, I should say he promises to do exceedingly well. Formerly appointments were made by the Lieutenant-Governor. I think we got some good and some indifferent men by that system.

What system would you yourself prefer?—I would be glad to see some system introduced by which we could secure the services of men educated in England, and of fair social standing.

Have you met any of the young men who were educated at the Mussoorie and other hill schools?—Yes; several of them have served under me. Of the Gazetted Officers now in the Police, I have about 49 serving under me in some capacity or other, and I think the best of them are (1) Military men, (2) some of the Uncovenanted Europeans appointed by nomination; and I think that, as a rule, those men who are not so good are the men who were educated in this country—Mussoorie men and others.

Have you any experience of men educated in the country since the hill schools were improved?—Within the last two years I have had young men under me who were educated in the hill schools. They are still very young in the Service, and I do not know how they will turn out.

What are the defects which you have found in men educated in this country?—I think they are more partial in their judgments; they have some of the defects of Natives; they hear a great deal of what goes on, and are influenced not solely by a man's work.

Are any of the gentlemen who have been appointed to the Department from England men who have failed to pass the Army examination?—Several of them have failed in the Army competition.

Were these gentlemen fairly educated?—I think they were educated up to the standard which would obtain admission to Sandhurst.

Have you had Native Assistant Superintendents working under you?—Yes.

What do you think of them?—I do not think they are satisfactory. They are not good at maintaining discipline. They are not, as a rule, so impartial as they might be, and even if they are not themselves biassed, the people impute partiality to them. For instance, during a riot at Hushiarpur, a Mahomedan Inspector fired a revolver, not intending to kill any one. However, it took effect on a Mahomedan in the crowd, who died subsequently. The Mahomedans all insisted that the shot had been fired by a Native Assistant Superintendent of Police, a Hindu. I adduce this fact as an illustration of the readiness of persons of one sect to bring false charges against members of

Punjab.

Police.

Section III.

T. Smith, Esq.

The *President*—concld.

another. I observed the same thing during the Mahomedan riots at Lahore the year before last: members of one class, even those in office, constantly declaimed against the others.

How do Native subordinates do their work?—Some of them exceedingly well.

Do the same causes militate against their efficiency as militate against the efficiency of Natives in higher positions?—They do.

Is it desirable, as a rule, to promote Inspectors to Assistant Superintendentships?—No; only as reward for long service is it desirable.

The Hon'ble Mr. *Quinton.*

Would you carry the promotion further to District Superintendentships?—It may be that in the future schools like the Punjab Chiefs' College may give us a class of Natives such as we have not as yet had; and if so, and if only their sectarian prejudices can be got over, I do not see why Natives of that class should not be brought in as Inspectors at once and allowed to rise gradually to higher grades; but at present amongst the Inspectors I know of none whom I would put in charge of a district.

You heard the evidence of the last witness about the duties of District Superintendents, and the difficulties Natives would have in performing those duties satisfactorily. Do you agree with what he said?—I do.

The *President.*

Have you anything to say regarding the pension and leave rules applicable to this Department?—Personally I have enjoyed the more favorable rules, but I think that those rules should be applicable to all Uncovenanted Officers in the position of Gazetted Officers. With regard to pay and pension, I consider it unjust that while an Uncovenanted Officer whose pay exceeds Rs. 1,000 is entitled to Rs. 5,000 pension, an Uncovenanted Officer who after long service happens to draw just Rs. 1,000, and no more, is only entitled to a pension of Rs. 4,000.

WITNESS NO. III—*22nd April 1887.*

Lala Amolak Ram.

Examination of LALA AMOLAK RAM, Munsif of Lahore.

The Hon'ble Mr. *Quinton.*

I have never served in the Police. At present there are two services in the Police—the Superior and the Inferior. At present Natives are expressly excluded from the Superior Service, and those who have been admitted at times are systematically superseded. One is a District Superintendent of Police. He owes his position to special circumstances, not to the fact of his being a Native. I am acquainted with the duties of a District Superintendent, and I consider they could be more satisfactorily performed by Natives. I would admit Natives to the controlling grades of the Police by competition, and in some cases by promotion from the subordinate ranks. The competition should be of a literary character, and should also test the candidate's knowledge of law. I think Natives selected in that way would be as competent to put down crimes of violence as Europeans. Admission to the lower service is most unsatisfactory. The pay is less than that of an ordinary coolie. The promotion is made by selection. I would select a certain number of

By the Hon'ble Mr. *Quinton*—contd.

Deputy Inspectors from the Constables and a certain number by competition. Under my scheme a Constable would begin on Rs. 10 after passing certain tests. Inspectors should be selected by competition—certainly not from the present grade of Deputy Inspectors. The competition should be of a literary and legal character, and after that the promotion would be by seniority. I think Natives have an exclusive right to the Police. If you paid them sufficiently, you could get the cream of the Natives for the Police. I consider that the best District Superintendent in Punjab is a Native. I speak only from general report. I have not looked into the returns of the district in which that gentleman has served to see whether crime has diminished or detection increased or greater discipline prevailed in the Force during the term of his jurisdiction; but I have several times passed through the district, and have always heard that such was the case. I cannot say that I made any special enquiries. The gentleman I refer to is a Native of Afghanistan.

WITNESS NO. IV—*22nd April 1887.*

J. P. Warburton, Esq.

Examination of J. P. WARBURTON, Esq., District Superintendent of Police, 2nd grade.

The *President.*

Where were you educated?—At the Agra School. I was born in Afghanistan. I am a pure Pathan. I came to India quite young, and was between 8 and 9 when I went to the Agra School. I was 15 when I left school. I joined the Punjab Police in 1862 as Inspector. I was then 21. I had previously held an appointment in the Education Department as Schoolmaster a few months. I have served in the Police in various districts of the Punjab. I was four

The *President*—contd.

months an Inspector on the permanent establishment until I was brought under the reductions in 1863. In 1864 I was appointed as an Officiating Assistant Superintendent. I have been District Superintendent since May 1869, including the term during which I officiated in that post.

Have you had men who had been brought up in this country and men educated in England serving under you?—Yes, and I consider

Punjab.

Police.

Section III.

J. P. Warburton, Esq.

The *President*—contd.

there was a marked difference between the two classes.

Do you consider that the present system of recruiting for superior grades of the Department is satisfactory, or would you suggest any change?—I would allow the promotion of European Inspectors domiciled in India to the Assistants' grade with a view of their eventually becoming District Superintendents. I know there are such men who have made very good Police Officers.

Do you mean that you would have them enter the Inspector grade with a view to becoming Assistant Superintendents?—No. I mean that Europeans in the Inspectors' grade, who are in all respects eligible, should not be debarred from promotion to the Assistant Superintendents' grade.

Would you appoint young men direct from England?—Most decidedly. They are, as a rule, most excellent Police Officers.

Would you have the appointments of Assistant Superintendent open to competition in the country?—I would have competition among nominated candidates.

Would you maintain the distinction between 1st and 2nd class Assistant Superintendents?—I would have the 2nd class of Assistant Superintendent as a kind of probationary class for the Superior Service. I think it was intended for that originally. I would not reserve it for Natives especially.

Do you see any reason why Natives should not be admitted to Assistant Superintendentships?—Not if they are qualified for those posts; but I do not remember having come across any Native gentleman who seemed likely to make a good Assistant Superintendent.

Do you consider that those Natives who in other respects would be fit for the post would be wanting in the necessary education?—My opinion is that Natives are altogether deficient in the necessary qualifications, moral, physical, and mental. Their associations, party feelings, and prejudices would militate with their efficiency as Police Officers. I have known three or four Native Assistants, and I have not known one who was satisfactory. I know most of the Assistant Superintendents of the 2nd class.

The *President*—concld.

Are they such men as you would select for District Superintendentships?—Speaking generally, I do not think they are.

Are all the European Inspectors domiciled Europeans?—Some are, and some are discharged soldiers. We have only nine Europeans in the subordinate grades.

In what respect do you consider Natives wanting in fitness for Police work in the upper grades?—I think it would be a mistake politically to have too many Native Police Officers in the higher grades.

Are Natives or Europeans the better as regards detective ability?—I think Natives are certainly more successful in detection, but there have been cases in which domiciled Europeans also have shown themselves successful detectives. That at any rate has been their reputation, and some of them have been selected for special detective duty. The most important detective work I have been entrusted with was in connection with the Sansia dakaitis in the Aligarh District.

Would you alter the pension and furlough rules applicable to your Department in any way?—I consider that, though an Afghan, as an Anglicized one I am entitled to the same privileges as European Officers enjoy; and I think the superior officers in our Department should have the same favorable furlough rules, if they spend their furlough out of India, as are allowed to officers in the Public Works Department. Police Officers, whose work exposes them to greater hardships and fatigues, require at least as favorable opportunities for the recruitment of their health as officers in other Departments of the public service.

Colonel *Menzies.*

Do you not think that by promoting European Inspectors over the heads of Native Inspectors you would give rise to heartburning among the latter, and ought not both to be equally eligible for promotion?—I think there is a great difference between Native and European Inspectors as regards their ability and style of working, which makes it impossible to say, generally, that they should be on an equal footing as regards eligibility for promotion.

WITNESS No. V—*22nd April 1887.*

Examination of MIAN SHER SINGH, Assistant District Superintendent of Police, 2nd class, 1st grade.

Mian Sher Singh.

The Hon'ble Mr. *Quinton.*

I am a Rajput. I am Senior Native Assistant Superintendent, 2nd class. I have served in all the most important districts of the Punjab. My present pay is Rs. 450. I do not know English. It would be very difficult for an officer to perform the duties of District Superintendent unless he knew English. Members of my family are now learning English in order to qualify themselves for the public service. I have a son who is being brought up by a private tutor.

The Hon'ble Mr. *Quinton*—contd.

If a Native gentleman is qualified by education, honesty, and family, I see no reason why he should not fill the office of District Superintendent of Police. In case of a religious riot, the reputation of a Native District Superintendent for impartiality would suffer, but in such cases the people will not even believe in the impartiality of a European Officer.

Punjab.

Police.

Section III.

Mian Amar Singh.

WITNESS NO. VI—*22nd April 1887.*

Examination of MIAN AMAR SINGH, Inspector of Police, 1st grade.

The Hon'ble Mr. *Quinton.*

How long have you been in the Police?—I have served in the Police for 28 years. I am a Sikh. I was first appointed to the Thuggee Department. I joined the Special Police Department as Deputy Inspector. I have served in various districts of the Province. I am now a 1st grade Inspector in the city of Lahore.

In what manner do you think Natives might be more extensively employed in the Police?—I would promote Inspectors when eligible to the Assistant Superintendents' grade. It is not necessary that an Inspector should be acquainted with English to be an Assistant, but to be a District Superintendent it is. I have served under officers who had been educated in England and officers who had been educated in India, and I think the former, as a class, were the more efficient. I cannot give any grounds for my opinion. I can only say that I prefer to serve under the European who has been educated in England.

Colonel *Menzies.*

Do you consider that any educated Native is qualified merely by his education to hold the position of District Superintendent in a rural district?—It would be difficult for either a Hindu or a Mahomedan to perform properly the duties of District Superintendent in such a district.

Do you approve of appointing Inspectors from Deputy Inspectors?—Yes, if seniority and special ability are taken into consideration in making such appointments.

H. Williams, Esq.

WITNESS NO. VII—*22nd April 1887.*

Examination of H. WILLIAMS, Esq., Inspector of Police, 3rd grade.

The *President.*

When did you enter the Department?—In 1883 as Deputy Inspector in the 1st grade on Rs. 80 a month. I was born and educated in India, except that for a few years I studied at Wies Baden, in Germany, preparing for the public examinations. I returned to India because my father, who was a Senior Chaplain here, thought that better appointments could be got through interest here than by competition at home. I accordingly applied for the post of Assistant Superintendent of Police, but unsuccessfully. I qualified in the higher standard in Hindustani after my return to India. I was 7 months before I was promoted to be Inspector. I had been employed as Deputy Inspector at head-quarters, having been specially appointed to the Railway Police. I wish to say that I think Inspectors should be allowed by passing the Departmental examinations to qualify themselves for service in the superior grades; and that this concession should be made to European and Native Inspectors alike, and that thereafter the promotion should go by the roster.

How would you appoint District Superintendents?—By selection from Assistant Superintendents.

Would you have only one class of Assistant Superintendents?—No, because in that case it would be necessary for Inspectors promoted after attaining the age of 30, 35, or 40 to enter below the young Assistants just appointed to the Department; but retaining the two classes of Assistant Superintendents, I would select the District Superintendents from them according to merit. I would increase the number of Superintendentships of the 2nd class. I wish also to say as regards the qualifications of Inspectors now in the Service for the higher grades that there are among them men of very fair social position, some of them being the sons and relatives of Commissioned and Gazetted Officers in the other Services, and those who are not have a very good professional character. They are principally domiciled Europeans. There are at present two Deputy Inspectors on Rs. 40, who are the sons of District Superintendents in the Force. I think that Europeans who are taken on as 1st grade Deputy Inspectors ought not to be asked to serve on less than Rs. 80 a month.

S. Meakins, Esq.

WITNESS NO. VIII—*22nd April 1887.*

Examination of S. MEAKINS, Esq., Inspector of Police, 2nd grade.

The *President.*

Where were you educated?—I was born and educated in this country. My father was in the army. My step-father was a District Superintendent in the Police. I have been in the Force nearly 9 years. I entered as a 3rd grade Inspector on Rs. 100. I am now in the 2nd grade. I got my first promotion after 5 years' service.

Have you anything to say regarding the present method of recruitment of the Department?—Yes. I think it is satisfactory as far as it goes, but at the same time I think that better prospects should be held out to deserving Inspectors, who have worked hard and become thoroughly grounded in Police work. By the present system such men are completely debarred from promotion. It is true that there are six 2nd class Assistant Superintendentships which are said to be open to them; but at present those appointments appear to be reserved for Natives only. Of the six appointments, only two are held by Europeans. Then, again, while there are only six Assistant Superintendentships open even nominally to Inspectors, there are no less than sixty-nine Inspectors. It

Punjab.

Police.

Section III.

S. Meakins, Esq.

The *President*—concld.

follows that of these sixty-nine, only a few have any chance at all of promotion; and very little is, after all, gained by a man who, after working for a long succession of years as Inspector, happens at last to secure one of these 2nd class Assistant Superintendentships. I would retain the present system of competition for Assistant Superintendentships of the 1st class, and would increase the number of appointments in the 2nd class for deserving Inspectors. I have also to say that I consider Natives in some cases to be fully qualified to be Assistant and District Superintendents when there is not much work to be done requiring a fair knowledge of English. I believe that if the Inspectors saw that they had a chance of promotion to the higher grades, they would work harder.

Colonel *Menzies.*

Do you think, if your suggestions were adopted, we should get younger men for the 2nd class Assistant Superintendentships?—Yes. I would promote deserving, not merely efficient men.

Would you consider a Native who had served some 30 years as an Inspector in a rural district deserving of being put into a 2nd class Assistant Superintendentship when it came to his turn by seniority?—Yes.

Although he did not know English?—Yes.

The *President.*

Is it the case that an officer by promotion to a 2nd class Assistant Superintendentship loses his house-rent allowance, and becomes entitled to a travelling allowance?—Yes.

And he has to live more expensively?—Yes.

Section IV—Written Evidence.

Punjab.

Police.

Section IV.

Colonel W. G. Waterfield.

No. I—Colonel W. G. Waterfield, C.S.I., Commissioner, Peshawar Division.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been some 10 years Commissioner and Inspector General of Police of the Peshawar Division, and I have been a Deputy Commissioner.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I never knew a European domiciled in India or Eurasian as District or Assistant Superintendent. I know Native Assistant Superintendents, but not many.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	They were efficient for all purposes of detection, but inefficient as regards character and the securing of the respect of their subordinates.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I think Assistant Superintendents should be nominated by the Lieutenant-Governor. Then should follow a competitive examination between the nominees. This examination should also be a qualifying one.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Yes; they are sufficiently educated for the Police, but they are often raw, with too little sense of discipline.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	I have no great experience, but I should say that in 18 months men educated in England learn the language and become fairly efficient.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	No advantage. He is not generally so good in tone, and is often Native in his ways, inclined to suspicion, and suspected of bias by subordinates.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	No; not as a rule. I would promote a certain number of 1st class Inspectors to Assistant District Superintendent, but only a proportion, and these should all be men of undeniable character.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I do see the difficulties indicated in this question, and therefore only men of special education, training, character, and bearing can safely hold such positions. I have not come across such Natives in the Police. They always endeavour to surround themselves with their own creatures.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would appoint a proportion from the grade of Inspectors, and bring in new men to fill the remaining vacancies among District Superintendents.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	All candidates for direct appointments should have passed the Entrance Examination of a University, and a subsequent qualfying examination in Law and Procedure. The latter examination might be competitive *inter se* to fill vacancies.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes; you will raise the tone of the Police if an Inspector can be promoted to Assistant Superintendent, and I do not see why some of our best educated men who have caught a European tone, and have acquired something of the European character, should not rise to District Superintendentships.

Punjab.

Police.

Section IV.

Colonel W. G. Waterfield.

Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Yes. Inspectors should be appointed by selection. In my opinion men of education and character should have the chance of entering the Police Service as Inspectors direct, just as they do that of Assistant District Superintendent; and I would recruit Inspectors both from among 1st class Deputy Inspectors and by direct appointments. If men are fitted in 18 months or 2 years for the direct appointments of Assistant District Superintendent, they can qualify in a similar period for Inspectorships. They must have passed the Entrance test of a University, and then a qualifying test in Law and Procedure.

No. II—W. Clark, Esq., c.s., Deputy Commissioner, Lahore.

W. Clark, Esq.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been 15 years in the Punjab Commission, during 4 of which I have been acting as Deputy Commissioner.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had but little experience of their work.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	They were efficient.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	The present system of recruitment secures a good class of men.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	They are efficient.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Cannot express an opinion.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	At the start, young men educated in this country have the advantage of understanding the language and ways of the people. The well-known advantages of an English education gives a man educated in England a decided superiority over a man educated in this country.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent (*a*) ordinarily, or (*b*) in exceptional cases?	A Native (pure Asiatic) should not be District Superintendent except in a very exceptional case. Natives might be appointed Assistant District Superintendent of Police up to a certain number,
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	Yes, in all three cases,
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would appoint new men by a mixed system of nomination and competition, as Extra Assistant Commissioners are now appointed.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	I would appoint men of respectable family and belonging to a martial or governing race. Good education, good character, and good physique, Such men are available,

Punjab.

Police.

Section IV.

W. Clark, Esq.

Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	No.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	No.

E. O'Brien, Esq.

No. III—E. O'Brien, Esq., c.s., Deputy Commissioner, Delhi.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been Assistant Magistrate in the Karnal, Delhi, and Lahore districts for 6 years, and District Magistrate in Lahore, Muzaffargarh, Multan, Ferozepore, and Delhi for 7½ years, and as such have become acquainted with the work of all classes of Police Officers.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had experience of Natives as described in Question 2.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	I have known one pure Asiatic very capable and one very inefficient, because of his laziness, vanity, and want of decision. I have known some Eurasians good in detective power and knowledge of the people, but failing from indolence and indecision. The same remark applies to Europeans domiciled in India.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I think the mode of recruitment thoroughly bad. We get either educational failures, who can get no other employment, or State Inspectors. I would recruit entirely in England by competition. The pay is good enough to obtain a good article.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	The Assistant Superintendents who are supposed to have been educated in England are not efficient. They are not really educated, have failed to obtain other employment in England, come out to this country, idle long enough to be spoiled, and obtain appointments in the Police when they have done no work for 2, 3, or 4 years. When appointed, they have no application or wish to learn their work.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Some of the young men whom I have described in answer 5 *never* become even fairly efficient. I can only remember one Assistant who after *3 years* could be called a good officer.
Do young men educated in this country possess any advantage in this respect; and if so, is that advantage counterbalanced by inferiority in any other respect?	The only advantage which young Police Officers educated in this country possess is in their knowledge of the language and a familiarity with some forms of crime which an English youth has probably never heard of.
Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	(*a*) I would not advocate the appointment of Natives to the offices of District Superintendent or Assistant. The District Superintendent is very much uncontrolled. The very best Natives in such a position become slovenly and unpunctual in their work. He would not be impartial. I draw this conclusion mainly from what I have seen of Natives in civil charge of sub-divisions, of districts, and of Tahsildárs in isolated tahsils. (*b*) I have never met a Native who even in an exceptional case was fit to be a District Superintendent or Assistant.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	(*a*) I have no experience of how a Native works in position of military or *quasi*-military command. The discipline of an ordinary Police station is generally very lax, and the station and its surroundings are dirty and slovenly. (*b*) I do not know a Native who would be impartial in a religious row. Even if he was

Punjab.

Police.

Section IV.

E. O'Brien, Esq.

impartial, his impartiality would not be believed in by his compatriots. Few Natives have the strength of mind to do anything opposed to the wishes of their own sect.

(*c*) A Native District or Assistant Superintendent would be in a very difficult position if he had to act against European criminals. I believe that he would not from fear do his duty.

If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	No answer required.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	No answer required.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Looking at the Inspectors with whom I am acquainted, I know none fit to be Assistant or District Superintendents. Many are meritorious men, but would fail for want of education, or because they had not sufficient energy left to take up the higher position.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I am not acquainted with the rules for the recruitment of Inspectors.

No. IV—Major J. B. Hutchinson, Deputy Commissioner, Multan.

Major J. B. Hutchinson.

What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have worked as a Magistrate in the Punjab for 19 years.
Meaning by Natives, Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had no experience of Natives working as District or Assistant Superintendents.
Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	No answer.
Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I think the present mode of recruitment secures as good men as could be procured.
Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	I do not think they should be appointed direct from England; they should, as now, be obliged to pass the higher standard in Urdu before appointment. That would always ensure a certain amount of knowledge of the country.
How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Supposing a young man has been long enough in the country to have passed in Urdu before appointment, I think it takes him at least 6 months' hard work in the Department before he is fairly efficient.
Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	A young man educated in this country has the advantage of a better knowledge of the language and customs of the Natives; but this I consider is, *as a rule*, counterbalanced by inferiority in general go. They have not the same knowledge of the world, and in many cases I should say they have not the same high appreciation of truth as a man who has been educated in a public school in England. I think it *must* follow that young men who have grown up in the country are to a certain extent affected by the general defects of the Natives. I only speak of the general rule. There are of course bright exceptions.

Punjab.

Police.

Section IV.

Major J. B. Hutchinson.

Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent? (*a*) ordinarily, or (*b*) in exceptional cases?	No. It is true that Natives generally would be better Detective Officers, but that is not so much required in these posts as the power to rule and train large bodies of men. I would not advocate even exceptional cases.
Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	All these are good reasons for not appointing Natives to the post of District Superintendent. I have never yet seen a Native who could be trusted for the post, and who had sufficient executive ability. Natives properly trained make good Judicial Officers, but not good Executive Officers.
If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Such appointments do not commend themselves to me at all. But, as the better of two evils, the latter course is better than the former.
If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	Competition modified by selection would be the best plan. The qualifications required are powers of organization, a high standard of education, physical strength, and utter disregard of national or caste prejudice and strict integrity. I do not believe such men are to be found at present.
Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	No; certainly not, if they have risen to the post through the lower grades.
Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I believe Inspectors are, as a rule, men who have risen through the lower posts. I should be in favor of appointment by competition from among a few carefully nominated candidates. Natives will not be fit to rule over large bodies of men of mixed nations such as are found in the Police, and to be trusted in Police charge of districts in which there are numerous races, as in any Punjab district, until they have been educated out of caste prejudice; in other words, until some two or three generations.

McAndrew, Esq.

No. V.—Memorandum by J. McAndrew, Esq., Deputy Inspector General of Police, Lahore Circle.

When examined by the Sub-Committee of the Public Service Commission, I was not fully aware on what points I was to be questioned, and was not therefore prepared to answer some of the questions put to me so clearly as I should have done. I therefore note my reasons for some of the opinions expressed by me for the information of the Committee.

The points enquired into were apparently the expediency of appointing Natives of India to the higher appointments in the Police, and generally the best means of recruiting for those appointments.

I objected to the appointment of Natives. In doing so, I wish it to be clearly understood that my objection extends only to Natives as they now are, and as I know them, and not to Natives as they may become when the benefits of education are more generally spread, and when a higher standard of morality prevails among them. My objections are formed on following reasons, *viz.*—

That Natives are wanting in energy, both physical and mental, and are consequently deficient in that strength of character necessary for the maintenance of discipline.

That their impartiality in the distribution of the patronage which would fall into their hands could not be depended on, as they are so hampered by family and caste ties that even when they wish to be impartial they cannot be so.

That their conduct could not be depended on in case of religious disputes and disturbances, and that in such case their impartiality would most certainly not be believed in by the people generally. That there would always be a fear that they would countenance on the part of their subordinates methods of detection of crime which, according to English ideas, are not to be justified.

Again, in case of political disturbances, such as may arise at any time, the Government would not be able to depend on the information furnished by them, nor on their conduct generally.

With reference to recruitment of officers for the Force generally, my experience teaches me that men educated in England, whether they have served in the Army or been appointed direct to the Police, make the best officers, and that they are more trusted and better liked by their Native subordinates than men educated in this country are. The present system of limited competition is not, however, I consider, the best that can be adopted, because the field from which candidates are selected is too limited. I would therefore recommend that the appointments should be thrown open to competition at the examinations for Sandhurst or Cooper's Hill; the selected candidates to be appointed to the Indian Police generally, and afterwards posted to separate Provinces.

In framing any rules on this subject, it would, however, be necessary to reserve to the Government of India the right to promote to the higher grades, or to appoint direct to such grades, domiciled Europeans or Natives who are considered qualified for such appointments, and who are practically educated up to same standard which ensures a man being appointed by competition.

The present system of having two classes of Assistant District Superintendents is not, I consider, a good one. Europeans who have risen through the different grades, and have consequently attained a certain age, are better rewarded by an increase of pay which does not involve a change in social position and consequent increase of expenditure.

For Native Officers of the subordinate grades who have distinguished themselves, and who have duly qualified for such, the best reward that could be held out would be appointments as Tahsildars or Munsifs. I may mention that some of the best Tahsildars who have served in this Province had before their appointment as such served in the Police.

I consider that when a European, Eurasian, or Native is appointed or promoted to the gazetted grade, his prospects of promotion should be the same as those of the other officers in that grade.

PROCEEDINGS

OF

THE SUB-COMMITTEE,

PUBLIC SERVICE COMMISSION.

BOMBAY.

Police.

Bombay.

Police.

Section I.

Section I.—Note by the Sub-Committee.

Excluding the officers serving with the Bombay City Police, the gazetted officers of the Bombay Police Department are shown in the following table:—

	Pay. R
1 Inspector General	1,800
3 Superintendents, 1st grade, each	1,000
5 Do. 2nd „ „	800
7 Do. 3rd „ „	700
4 Do. 4th „ „	600
7 Do. 5th „ „	500
2 Assistant Superintendents, 1st grade	500
3 Do. 2nd „	400
32	

There are also ten Probationers on R250 each.

With the exception of a Superintendent in the 3rd grade, a Eurasian, the other officers abovementioned are all non-domiciled Europeans, but at the time of the Sub-Committee's enquiry a Parsi Inspector was acting as Superintendent.

The other officers of the Force drawing salaries of R100 and upwards are shown in the following table:—

1	2	3	4						
			Number of appointments in each class or grade now held by						
			1	2	3	4 Natives of India.			
Department.	Total number of gazetted appointments or appointments not being purely clerical of salaries of R100 and upwards.	Distribution of the gazetted appointments and other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Bombay Police	51	5 Inspectors, 1st grade, R250.	...	...	1	2	1	1	4
		14 Inspectors, 2nd grade, R200.	...	...	...	7	5	2	14
		6 Inspectors, 3rd grade, R175.	...	...	...	3	3	...	6
		13 Inspectors, 4th grade, R150.	...	...	1	4	7	1	12
		1 Inspector, 4th grade, R140.	...	...	...	...	1	...	1
		2 Inspectors, 5th grade, R125.	...	...	...	2	...	...	2
		9 Inspectors, 6th grade, R100.	...	...	...	6	3	...	9
		1 European Constable, R125.	1	...	...	...	...	...	...
		Total	1	...	2	24	20	4	48

Chief Constables receive salaries of R50, R65, R80, and R95, Head Constables of R15, R20 and R30, and Constables of R7, R8, R9 and R10 according to grade.

Bombay.

Police.

Section I.

There are two gazetted appointments in the Bombay City Police—the Commissionership with a salary of ₹1,700, and the Deputy Commissionership with a salary of ₹800. These appointments are always held by officers selected from the Superintendents of the District Police.

The other officers and the constables of the City Police constitute a distinct corps in which the appointments carrying a salary of ₹100 and upwards are shown in the following table:—

1	2	3	4						
Department.	Total number of gazetted appointments or appointments not being purely clerical of salaries of ₹100 and upwards.	Distribution of the gazetted appointments and other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY						
			1	2	3	4			
						Natives of India.			
			Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) TOTAL.
Bombay City Police.	54	7 Superintendents, ₹250—450.	2	4	...	...	1*	...	1
		4 Inspectors, 1st class, ₹175.	1	1	1	1	...	...	1
		† 12 Inspectors, 2nd class, ₹150.	6	4	...	1	...	1 Parsi*	2
		‡ 10 Inspectors, 3rd class, ₹125.	7	3	...	...	...	...	...
		§ 7 Constables, 1st class, ₹110.	5	1	...	...	1*	...	1
		‖ 14 Constables, 2nd class, ₹100.	9	3	...	...	...	...	...
		TOTAL	30	16	1	2	2	1	5

Appointments to the superintending staff of the District Police are made from (1) Probationers, (2) Military officers, and (3) Inspectors.

There are no definite rules regulating first appointments on the occasion of a vacancy among the Probationers. His Excellency the Governor selects, from a list of applicants kept by his Private Secretary, the candidate who appears to have the best qualifications, acquaintance with the vernaculars, shown by the possession of examination certificates, being taken into consideration. The applicants are ordinarily Europeans who have not previously obtained admission to the public service, but in some cases applications are made for transfer from some other Department.

On first appointment a Probationer receives a salary of ₹200 without any allowances; after passing the lower examinations he receives ₹250 without allowances. If he is appointed to act as Assistant Superintendent or Superintendent before he has passed the higher examinations, he draws ordinary travelling allowances, but no acting allowance. Service as a Probationer does not count towards pension. After a Probationer has served for two years in the Department, his service counts for pension as well as for leave, provided he has passed the higher examinations and has attained the age of twenty-two years.

Appointments to the subordinate grades are made by the District Superintendents under the orders of Government. Inspectors are ordinarily appointed by selection from Chief Constables, and Chief Constables by selection from Head Constables who have served in that grade for two years. Under special circumstances, on the recommendation of the District Superintendent and with the consent of the Inspector General, an outsider may be appointed Chief Constable. Such an appointment to an Inspectorship is almost unknown. Inspectors (when not appointed from Chief Constables) and Chief Constables must, within a year after their appointment, pass an examination in law. As a general rule, Head Constables are appointed by selection from deserving Constables, but outsiders may be appointed with the consent of the Inspector-General.

Probationers ordinarily take rank in the service according to priority in passing the Higher Standard departmental examinations, except examinations which they are temporarily excused from passing on account of circumstances over which they have no control. Military officers are also appointed to the Police either directly to Superintendentships in which case they are generally excused from passing the examinations and take relative rank according to their service, or to the grade of Assistant Superintendent in which case the examinations they have to pass and their rank in the Police are regulated by rules almost identical with those for Probationers.

---

* Employed in the Detective Department.

† One Inspector, 2nd class, receives from the Dock Trustees ₹225

‡ One Inspector, 3rd „ „ „ „ „ 130

§ One Constable, 1st „ „ „ „ „ 120

‖ Two vacant.

Under the orders of the Government of India, the number of appointments which may be conferred on Military officers is limited to two-fifths.

Resolution of the Government of India, in the Department of Finance and Commerce, No. 999, dated 19th May 1883, and reply of the Government of Bombay, No. 5370, dated 7th August 1883.

Inspectors who have shown exceptional merit are occasionally promoted to the superintending grade and are not required to pass through the probationary grade.

In 1873, rules were framed prescribing examinations for all officers appointed Assistant Superintendents. Those rules, as subsequently modified, require that the officer shall pass at the first examination held after six months from the date on which he joined his appointment, an examination in at least one vernacular language of the Presidency and in the following subjects:—The Indian Penal Code, the Criminal Procedure Code, the Whipping Act (VI of 1864), Acts VII and VIII (Bombay) of 1867, and Chapters 2, 7, 9 and 10 of the Indian Evidence Act of 1872.

The examination is to be conducted by the Under-Secretary to Government in the Judicial Department, the Oriental Translator, and another member to be, from time to time, appointed by the Government. The examination in the vernacular is to be of the same nature and difficulty as that which junior Civilians are required to pass before investiture with the lowest Magisterial powers. At the examination in law two papers are to be set; and the questions are to be answered without the use of books. One hundred and fifty marks are to be assigned to each paper and 60 per cent. of the aggregate number of marks for both papers are prescribed for a pass. If an officer fails to pass, he is removed from his appointment.

After having been appointed to be or to act as Assistant Superintendent, an officer is required, within twelve months after passing the examination above described, to obtain from the Central Examination Committee (if he has not done so before joining the Police Department) a certificate that he has passed an examination according to the Higher Standard test in the vernacular language of the district to which he may have been appointed.

If an officer after appointment is removed from one district to another in which a different vernacular is used, he is required to pass an examination according to the Higher Standard in the vernacular of the district to which he is transferred within one year from the date of his transfer, unless he has already passed an examination by the same standard in the vernacular of the district from which he was transferred, in which case he is required to pass within one year from the date of his transfer an examination in the vernacular of the district to which he is transferred of a nature similar to that prescribed for junior Civilians before they are invested with the lowest Magisterial powers.

If an officer fails to pass the examinations last mentioned within the prescribed period, he is allowed an extension of six months. If he has not succeeded in passing on the expiry of eighteen months, he is removed from his appointment.

In addition to the examination in the vernacular language, every officer appointed to be or to act as an Assistant Superintendent is required, within twelve months of the date of his passing the first examination in law, to pass an examination in the following Acts, and any others which may, from time to time, be added by the Government:—

The Indian Penal Code and Amending Acts.
The Code of Criminal Procedure in force for the time being.
The Evidence Act (I of 1872).
The Foreign Jurisdiction and Extradition Act (XXI of 1879).
The Criminal Tribes Act (XXVII of 1871).
The European Vagrancy Act (IX of 1874).
The Arms Act (XI of 1878).
The Cattle Trespass Act (I of 1871).
Act XXXVI of 1858.
The Railway Act (IV of 1879).
The Whipping Act (VI of 1864).
Bombay Regulation XII of 1827.
Bombay Acts III and VIII of 1866 and VII and VIII of 1867.

The examination is to be conducted by the Under-Secretary to Government in the Judicial Department, and another officer to be, from time to time, appointed by Government by whom the questions are to be prepared and with whom it rests to estimate the merit of the answers.

The examination is to be conducted on paper, and 60 per cent. of the marks or 180 out of a possible 300 are necessary for a pass.

If a candidate fails to pass within the time prescribed, he may present himself for examination a second time after the expiry of a period of six months, but if he fails to pass the examination within eighteen months of the time of passing the lower examination, he will be removed from his appointment.

Inspectors may, with the permission of the Police Commissioner, present themselves for these examinations and, if they pass, are entitled to certificates of qualification.

In virtue of orders issued in 1878 and 1879, every civilian appointed to perform the duties of Superintendent or Assistant Superintendent is required to pass an examination in Squad Company and Light Infantry drill with Rifle Manual and Platoon Exercise, Musketry and Guard and Sentry duty and to go through the Military riding course [G.O., Bombay, No. 7488 of 1878, Judicial, and G.O., Bombay, No. 551 of 1879, Judicial].

On the creation of the class of Police Probationers in 1883, it was ordered that on appointment a Probationer should be placed under a District Superintendent to learn his work or prepare for his examinations. The rules for these examinations are similar to the rules issued in 1873 with the exception that the removal of an officer from the service on failure to pass any one of the examinations within the time prescribed is not imperative, but left optional to the Government, and that no extension of time is granted to enable a Probationer to pass the higher examination in law unless he has given satisfaction and shown such qualifications as indicate that he is likely to prove an efficient Police officer.

A Probationer is required, before being appointed to act in the grade of Assistant Superintendent or Superintendent, to produce certificates of efficiency in drill and equitation similar to those required under the rules of 1879. A Probationer is not entitled to receive a permanent appointment as Assistant Superintendent unless in his acting appointment he has proved his fitness for such employment.

The appointments of Commissioner and Deputy Commissioner in the Bombay City Police are made by His Excellency the Governor by selection from the District Superintendents. All other appointments in this Force are made by the Commissioner. The Force is divided into two branches, the European and the Native branch. Candidates for the European branch must be under the age of 25 years and not less than 5 feet 8 inches in height. They must produce a certificate of physical fitness signed by the Police Surgeon. They must be men of good character, temper, intelligence, and education, and possess a knowledge of the vernacular. Candidates are preferred who have served in the army. For the Native branch, the same qualifications are required except that the standard height is lowered to 5 feet 4 inches, and education is not insisted upon; otherwise recruits could not be obtained.

Police officers, except such as are entitled to the benefit of the Pension and Leave rules applicable to Military officers in Civil employment or as have been admitted to the more favourable Leave rules by the Secretary of State, are entitled to leave and pension under the provisions of the Civil Leave and Pension Codes applicable to the Uncovenanted Service.

The qualities necessary in a District Superintendent of Police and the duties he is called upon to discharge are thus described by the Inspector General:—" He has to command a Force of 800 or more men of all castes or the number of a regiment; and, altogether apart from the question of criminal investigation, the task of keeping such a large body of men, who are scattered about the country in small groups, in a thorough state of discipline and efficiency, is one that cannot be lightly estimated. To regulate judiciously the flow of promotion, to prevent harshness or favoritism on the part of the subordinate officers towards their men, to see that the maximum amount of work is got out of each member of the Force, to protect all classes of the community including the lowest from any oppression that the Police might be tempted to commit, are one and all duties that call for considerable energy and force of character. A District Superintendent must lead an active and out-door life and be prepared to rough it whenever necessary. He must, above all things, be thoroughly respected and in a great degree feared by his subordinates; and they must recognise that he is unapproachable by any local influence, and that no pressure, such as that of caste or relationship, can be put upon him."

It is added by the Government of Bombay—

" Good physique and bodily activity are generally insisted on as a *sine quâ non* to first employment. The examinations secure that only officers possessed of at least a moderate degree of intelligence shall be permanently appointed to the Department. But for the acquisition of the qualifications necessary to the constitution of a successful Police officer in regard to the administration of the Force under his control, no preliminary tests can be provided. The faculty of controlling and keeping in a state of effective discipline a large body of men, and success in preserving the respect of, and amicable relations with, a community of a different race can be attained in a great degree by experience only. The constitutional qualities which may assist their attainment are not usually apparent in young men of the age at which first appointments are generally made."

The opinion of Mr. W. Lee-Warner on the same subject also deserves attention. " The qualifications required for a good Superintendent of Police must be examined from different sides: (1) in his relations with the 1,000 men of his Force, (2) in his relations with the Public, (3) in his relations with other District Officials, (4) in his relations with Government. In regard to the Force he commands he requires courage, both physical and moral, power to maintain discipline, temper and justice, self-reliance and the confidence of his men. In regard to the Public he requires, above all things, public confidence and a due appreciation of what constitutes judicial proof and of the necessity for interference. In his relation with other officers he must be able to co-operate with the Military and know precisely the measure of his own strength to deal with crime; he must work with the Magistrates without friction and in fact co-operate with other Departments. In regard to Government he must not only possess their confidence, but feel that he possesses it. He must be secretive and absolutely trustworthy especially in matters of political importance."

Bombay.

Police.

Section I.

It has been customary in Bombay to employ only Europeans in the superintending grades, and therefore practically no other classes of the community have supplied candidates for appointments. At present, however, as has been shown, one Parsi Inspector is acting as Superintendent. The Inspector General of Police is strongly of opinion that for a long time to come the upper grades of the Police Force should be recruited only from Europeans, because he considers that the necessary qualities can hardly be looked for, in the present day, among Natives, and are, for the most part, characteristic of the European officer. He adds that the duties and pay of Police officers do not attract Natives of high family. The Government of Bombay is disposed to agree that for the present the appointment of Natives to the higher grades is not practicable, inasmuch as it is only in very rare cases that Natives are found to possess the necessary qualifications.

The Inspector General considers, and the Government of Bombay agrees in the opinion, that the majority of the appointments in the Inspectors' grade should continue to be filled by Natives, promotion to that grade supplying a strong incentive to Chief Constables to work well. European Inspectors are reported to be useless for work in the districts, but to be required for Cantonments and the Railways. The Inspector General also reports that, as a general rule, European Chief Constables are not a success, the salary which is sufficient for Natives being too small for them. Among Inspectors and Chief Constables, however, there are found very efficient officers of the Eurasian, Parsi, and Goanese classes.

It is reported that it is difficult to obtain recruits in some districts, and that in all the pay is too low to command the selection of good men. The competition of railways, mills, and other industrial undertakings has raised wages, and the labouring classes prefer employment which enables them to live at their houses and have their nights to themselves, while a Policeman has to serve in all parts of the district and is always on duty.

The only witness who presented himself for examination at Bombay was Mr. Joseph Bocarro, who stated that he appeared on behalf of the East Indian community whom he defined as the descendants of the old Portuguese settlers. He estimated the number of the community in and around Bombay, on whose behalf he appeared, at 60,000, of whom about 50 per cent. were illiterate. He stated that, of the educated, many followed the profession of Medicine and had obtained their qualifications, a few of them in England, but for the most part from the Bombay University; that some were merchants, and a great many of them Head Clerks and Superintendents in mercantile offices; that the majority were clerks; that some were extensive land proprietors; and that the majority of the illiterate were rayats.

Mr. Bocarro maintained that appointments in the Police should be given only to subjects of the Queen-Empress, and that the class whose cause he advocated were British subjects and had always been staunch adherents of the British Government. He claimed that appointments in the Police of the Town and Island of Bombay should be thrown open to them provided they possessed the requisite physique; that at least two or three Constables should be selected from them who on giving proof of merit and ability might be promoted to the post of Inspector and Superintendent. He also claimed that in the districts, especially Thana, Chief Constables and Inspectors should be appointed from this class when they possessed the required qualifications. He asserted that there are several members of the class who possess considerable local experience and such influence with the people as had enabled them to preserve the peace on the occasion of local disputes and affrays. He claimed that the promotion to the higher grades of the police of the men so appointed should be regulated by their abilities. He denied that it was necessary to select only the sons of officers as Probationers, and urged that at least one or two of these appointments should be reserved for East Indians. He admitted that there was no rule or regulation which prevented the recruitment of the class he represented, but he asserted that he had known instances in which they had been refused the appointments of Constable, Inspector and Superintendent in the Bombay City Police which were reserved for Europeans and Eurasians, and he maintained that they were practically excluded from the District Police, because it was the rule of that service that men should rise regularly through the lower grades to Chief Constableships and an East Indian could not support himself on a Constable's pay.

At the sittings at Poona eight witnesses were examined.

Mr. A. Keyser, C.S., District Magistrate of Thana, and who has held the same office in five other districts of the Presidency, disapproved of the present system of recruiting the superintending grades of the Police exclusively from young men who have presumably failed to get employment by examination. He observed that its recommendations are that it affords the means of rewarding the services of their fathers and near relations, that it secures a class of European officials at a low cost, and a class which has been trained in a climate more conducive than that of India to physical vigor and energy, and he expressed his preference for the existing system to a system of recruitment from residents in India. He observed that the class of European and Eurasian residents in the Presidency of the social rank necessary for superior service was so limited that he could not recommend a system which would exclude altogether Europeans educated in England, especially the sons of officers, and while he objected in theory to the existing system, he felt compelled to allow that the average ability of the Superintendents who had served in districts under his charge had been sufficiently high. While he hesitated to say that no Native could be competent to fill the office of District Superintendent in the Bombay Presidency, he declared that he had not met one, and having only had two months' experience of a Parsi Inspector, who was acting as Superintendent in his District, he preferred not to speak of his qualifications. He expressed himself as opposed to the promotion of Inspectors to the superintending grade as a rule, but added that he would not altogether bar such promotion. He considered that there was a tendency on the part of the higher officers in the Police to pay too much attention to drill and somewhat too little to the prevention and detection of crime. He mentioned that the greater number of the Inspectors he had known were not acquainted with English. He thought that in some exceptional districts it would be advantageous if the District Superintendent had an efficient Native Assistant who might be selected from the grade of Inspectors. He stated that he was not aware of any instance in which an Inspector of Police had received any such substantial reward as would compensate for his being debarred from promotion. He thought that the Inspectors were the weak point in the Department. He considers them as a class not sufficiently educated for their own appointments, and not so well educated as Mamlatdars. He thought it inexpedient to appoint a man as Inspector at once. Mahomedans, in his judgment, made the best Inspectors as a rule, but he stated that it is very difficult to find men of that creed with sufficient education.

He thought that Superintendents were too much hampered in selecting men for the appointments of Chief Constable by the rule which directed that such posts should be ordinarily filled by promotion from the lower grades, but he also was of opinion that the best educated Natives who furnished the higher subordinate officers to other Departments had neither the qualifications for, nor the desire to obtain, employment in the Police.

Mr. Lee-Warner, C.S., District Magistrate of Poona, who had served in several districts of the Bombay Presidency and had at one time held the appointment of Private Secretary to the Governor of Bombay, stated that he considered that the present constitution of the Police Department in the Bombay Presidency was, on the whole, as satisfactory as it could be under the circumstances, and that it was preferable to fill the superior grades by nomination, if attended by selection, rather than by promotion from the inferior grades. At the same time he expressed himself opposed to the existing system of nominating Probationers, partly because the selection was so limited, being confined to the occasional few who came under the observation of a Governor, and partly because of the long time during which Probationers on their first entrance into the service remained in the lowest grade of it on inadequate salaries, and as a consequence were sometimes led into debt and other difficulties. He thought that a better selection could be made from England by taking men who had failed in the Civil Service, but stood high on the list of unsuccessful candidates or by some other method of recruitment.

Even as compared with this course he expressed his preference for the old system under which a certain number of officers were obtained from the army. He stated that the departmental examinations were in his judgment sufficiently difficult, but that the rule limiting the time within which they might be passed was not always rigidly enforced; that he had known instances in which one or two extensions of six months had been granted, but he had known no instance in which an extension for a longer period had been granted, and that two Probationers had, he believed, lost their appointments because they had failed to pass the examination within the prescribed time. He also stated that he had always understood that some knowledge of the vernacular was necessary before a man was appointed even Probationer, and that the Governor in practice did not give a Probationer's appointment to any one unless he had first passed in one of the vernaculars: and he was able to say with certainty that preference was given to candidates who knew the vernacular. He considered that Superintendents of Police must be exclusively Europeans for many years to come. In expressing this opinion he professed himself to be guided equally by a consideration of the qualifications essential for a Superintendent and by his experience of the work of the Police in Native States both under picked Inspectors lent by the British Government and under their own locally trained officers. Of the qualifications enumerated by him he thought that Native Police officers could be found possessed of physical and, in rarer instances, of moral courage, able to maintain discipline, possessed of temper and a sense of justice; but he did not think that they would command the confidence of a Force which it was essential should be composed of very various elements. He believed that a Native Superintendent would always be accused of favoring his own caste or class, and that he would be exposed to temptations of bribery which no English Superintendent had to face. He observed that the powers of a Superintendent to appoint, promote, or punish must be large, and that the Natives of the Force would not believe in the fairness of a Native Superintendent. He expressed himself convinced that the special difficulties which a Native Superintendent would have to face in commanding his Force must leave their impression on his work, and that success could only be achieved at the cost of friction, intrigue, and imputations of bad motives, which were not met with under an impartial European Superintendent who had no friends to serve. He mentioned that in a recent Resolution No. 7604, dated 30th December 1886, the Government of Bombay had referred to "the prejudice of the population in the larger towns, which culminated in one locality in the deliberate concoction of a false charge against an Inspector" as a matter of common notoriety. He considered that in times of disturbance, such as the Bombay riots and the Deccan dacoities, panic would be inevitable if the Police were not commanded by a European; he observed that even in Native States there was no public confidence in a Native Superintendent, and he asserted that, while caste prejudices were as strong as they still were in the Bombay Presidency, he knew of no Native who, even in ordinary times, would enjoy that confidence. Again he thought that in working out cases Native Inspectors would not succeed unless they had a European Superintendent to refer to, for he observed that it was their tendency to hurry on inquiries, and to forget the importance of securing, at the outset, every piece of circumstantial evidence. As to the relations of the Police with District Officials he observed that he had constantly found Chief Constables in collision with Taluq Magistrates and officers of other Departments. He admitted that the fault was not always on the part of the Police, but asserted it was well known to District Magistrates that friction existed. He also considered that a Native Superintendent would be in difficulties, if on any occasion it was necessary for the Police to co-operate with a Military Force. In regard to his relations with Government, he thought that a Native Superintendent would always be afraid of misrepresentation; and that fearing hostile attacks in the press and suspecting sudden calls for reports, he would be likely to shape his course so as to avoid attack, and he thought also that the relation of a Native Superintendent with Government would be difficult in times of political excitement or even at ordinary times in regard to political inquiries. He asserted the Police was the weakest branch of the administration in Native States, that the head of the Department was constantly changed, and that so much was the necessity felt that the Chief of the State should have confidence in his Police Superintendent, that the officer was almost always of the same caste and frequently of the same family as the Chief. He mentioned that one of his colleagues on the council of the Kolhapur Regency, an officer of long experience both in the service of the British Government and of Native States, was very decided in his conviction that a European Superintendent was necessary in that State.

He expressed his belief that the appointment of a Native Superintendent would not be popular with the Police Force nor with any section of the public: and he declared that he could not mention a Native officer in whom, in the position of Superintendent of Police, he, as District Magistrate, could feel absolute confidence, as it was a position in which a free hand must be allowed, while the slightest want of confidence would react on the safety of the district. He asserted that there were localities in every district in which the profession of an Indian creed or membership of a particular caste was an absolute disqualification for certain duties, and that an English Superintendent was free from such disqualifications.

In answer to questions put by the Sub-Committee, Mr. Lee-Warner stated that he knew of no European Superintendent in any Native State, and that he thought a European Superintendent would not work well with the Chief of the State. He observed that the Police in a Native State was to a certain extent a Military force and very much less organized than in British districts.

In explanation of his desire that the superintending grades should, to a certain extent, be recruited from the Army, Mr. Lee-Warner explained that they had had to deal in the Bombay Presidency, on several occasions, with organized crime; and that it was his experience that, as a rule, there was less friction between the Commanding Officer and the Superintendent when the latter was also a Military officer. He stated that he had known districts in which it would be just to say that too much attention had been paid to drill and too little to detection. He mentions that the danger that dacoits might escape into Native territory existed in almost every district of the Presidency, because Native territory was so much intermixed with British, and that in rare cases it would be necessary that the District Superintendent should work with the Political Officers of the adjacent States, but that ordinarily he would communicate with them through the District Magistrate. He also stated that in each division there were places where religious riots had occurred and he instanced especially Broach, Maligaum and Bombay. He stated that the circumstance that a Sikh Superintendent had long served in the Central Provinces would not affect his argument if the Superintendent had none of his co-religionists in the Force; and that although Mahomedans had been appointed Assistant Superintendents in the North-Western Provinces, it would not be desirable to appoint them in Bombay, because the staff of Assistants in that Presidency was only sufficient to recruit the grade of Superintendents. Mr. Lee-Warner denied that as District Magistrate he received any assistance from the educated non-official public of Poona. He mentioned that on the occasion of dacoities which had occurred in the District of Satara it had been necessary to impose a punitive Police on the town of Wai, a place where many educated Natives resided, in order to show the connection between this centre of strong Hindu social and religious life and the difficulties encountered in dealing with crime.

He considered that if the higher standard vernacular examination were made more colloquial and less academically useful, it might be made a condition precedent to appointment that a Probationer had passed it. He also expressed himself as favorably disposed to a competition for these appointments among nominees, if physical fitness was secured, and the pay on entrance to the grade was sufficient to keep the Probationer out of debt. He considered the promotion of Inspectors to the Superintending grades impracticable, because of the view he held that those appointments should be filled by Europeans.

He stated that European Inspectors were only required for large cities, for cantonments, and for railway appointments; and that he preferred a Native to a Eurasian Inspector. He admitted that Parsis were less open to the objections he had stated than any other class of Natives, but even a man of this class he considered would find it difficult to inspire the public with confidence in his honesty, however much he might merit it. He admitted that the Inspector General might interfere to prevent an abuse of patronage by a District Superintendent, and that patronage was largely controlled by the Inspector General. He also admitted that a District Magistrate might, if he saw recruitment made exclusively from one caste, bring it to notice.

Bombay.
Police.
Section I.

He admitted that it appeared hard to refuse promotion to deserving Inspectors, but expressed his preference for rewarding them in some other form. He failed to see the advantage of promoting Inspectors to a grade of officers to be termed Deputy Superintendents. He was opposed to creating appointments in order to get over a recognized difficulty. Compared with other parts of India, he considered there had been, since he came to India, more outbreaks of organized crime in the Bombay Presidency than elsewhere, and that in his belief the acuteness, the intensity of the animosity, and jealous feeling in the matter of caste and religion were greater in the Presidency of Bombay than in any other part of India. He pointed out that in Bengal there were the two great divisions, Hindus and Mahomedans, but that in Bombay even amongst Hindus there was a strong feeling of religious animosity, and he instanced the feeling against Brahmans on the line of the Poona Ghats.

Colonel Wilson, B.S.C., stated that before the reorganization of the Bombay Police he had held the appointment of Adjutant of Police, and that subsequently he was appointed Assistant Superintendent; that he agreed to a great extent with the opinions expressed by Mr. Lee-Warner, but that he differed on the question of appointing Natives to the superintending grades; that in his opinion the position of an Assistant should be attainable by a Native of tried service and exceptional merit; that he would not, however, put him into the graded list inasmuch as the appointment would be exceptional, and would not be attained until a man had reached the age of 40 or 45, but would create a grade of Deputy Superintendents who should be entrusted with the duties of Assistants; that he entirely agreed with Mr. Lee-Warner in condemning the existing system of appointing Probationers and had long entertained the opinion that recruits for the upper grades of the Police should be obtained in England by competition; that he thought that appointments in the Police might be offered to the physically fit of the highest on the list of the unsuccessful candidates for the Civil Service or Woolwich; and that these recruits should receive two years' special training in England, one year in the Executive, and the second year in the Criminal Investigation Department of the Metropolitan Police. He pointed out that Military officers who had been appointed to the Police had usually served for some years in the army, that they had there learnt habits of obedience and subordination, and had passed the Interpreter's examination in one if not in two vernaculars, and that having been brought into contact for some years with Natives of all castes, they had entered on their duties with some acquaintance with Native habits, speech, and character. He stated he was unable to agree with Mr. Lee-Warner and Mr. Keyser that the officers of the Police Force devoted undue attention to drill, seeing that by an order issued by Sir Richard Temple they were required to make their men proficient in Light Infantry Drill: and he was inclined to think as a matter of experience that Civilians who entered the Police were more keen about drill than Military officers. He also expressed his dissent from Mr. Keyser's opinion that the Inspectors were, as a class, insufficiently educated for their duties, but he agreed that the rule which directed that promotions should be made from the Chief and Head Constables operated prejudicially to the efficiency of the Corps as the pay of those grades was insufficient to attract good men. He stated that he had found some Inspectors very efficient, one of whom was a Eurasian, another a Maratha, a third a Parsi, and a fourth a man from Upper India.

He considered that the efficiency of the Force would be increased if Deputy Assistants were employed in addition to the present staff of Assistant Superintendents which was scarcely sufficient to fill vacancies in the Superintendent's grade. He stated that he had only recently joined the Poona District and that he could not say that elsewhere he had had any Inspectors serving under him whom he could recommend for appointment to the Superintendent's grade. He declared that he had long thought it a defect that there was at present no opportunity of promoting Inspectors except by recommending them for employment in Native States— a course which occasioned the loss of the best men. He mentioned that in one instance a Mahomedan had been made Assistant Superintendent as a reward for his services, and that a Jew had received similar promotion. He also stated that an Inspector had been rewarded by a grant of land.

Colonel Wilson desired to call attention to the following points: that the Police in the Bombay Presidency was not organized as it was in other Provinces, and that the Police accounts were dealt with by the Commissioners, and he gave it as his opinion that these and other matters of purely Police administration should be left to the Inspector-General for disposal. Again there were in the Bombay Force no Deputy Inspector Generalships; and the only appointment to which the Superintendents could look forward were the Inspector Generalship and the Commissionership of Police at Bombay. He recommended that there should be a Deputy Inspector General for the Police generally, another for the Railway Police, and possibly one for Sind. But he considered that the weakest point in the existing system was the slowness of promotion in the grade of Constables and the omission to reward good services by an increase of pay. He stated that, after deductions, the pay of the 3rd and 4th grade Constables was less than that which would be obtained by a coolie, and that until the pay of the Head and Chief Constables was improved, it would, in his judgment, be advisable to bring in men from outside as Inspectors.

Mr. S. A. Kyte, Inspector of the City Police, Poona, stated that he had entered the service as Inspector of the 5th grade on Rs. 100 in 1866 and had been posted to the Bombay-Baroda and Central India Railway, and that he had risen to the first grade and now received Rs. 250; that he had served under both Military and Civilian Superintendents and considered that the former were as a class, the better, though some civilians were equally good; that the Natives who entered the Police Force were not the best of those who had received education; that he had known good men of all castes in the Force, and that some were men of education, though of inferior education; and that he had not known one of the Inspectors who had served with him who was fit for promotion to the superintending grades. He considered their unfitness due to their want of education. He also stated that it took a man from 15 to 20 years to rise to the first grade of Inspectors; and he expressed his opinion that it would encourage Inspectors to work well if it were known that promotions to the grade of Assistant Superintendent was open to them. He was averse to the introduction of men from outside into the Inspector grade as there was so little promotion in the Force.

Mr. R. H. Vincent stated that he had been educated in Germany and had come to India in the 45th Regiment; that he had entered the Bombay Police as Inspector and after three years' service had been appointed Deputy Commissioner of Police in the Presidency City, which appointment he had held for five years, when he was appointed to officiate as District Superintendent. Mr. Vincent expressed his agreement with Mr. Lee-Warner that appointments in the superintending grades should, for some years, be reserved for Europeans, and if possible, for Europeans with a military training, and stated that he believed Natives would themselves prefer a European to a Native Superintendent. He, however, considered that Native Inspectors who proved themselves efficient should be promoted to a higher grade than that to which they could now attain. He expressed himself averse to bring in men from outside to the Inspector's grade, unless the number of appointments was increased, as there were so few chances of promotion for the large body of men and consequently men could not be obtained of the kind required. He mentioned that in his district with 700 regular Police he had only thirteen Chief Constables and two Inspectors. He desired to say that in his opinion the Police Force would be more efficient if its administration were committed solely to the Inspector General with Deputy Inspectors General.

Mr. Dhanjesha Dadabhai, Assistant Superintendent of Police, stated that he had entered the Force as an Inspector of the 3rd grade, that he was twice promoted in that grade and qualified himself for the higher grade, that he was appointed to act as Assistant Superintendent in September 1880 in the Ahmedabad district and had subsequently officiated as Superintendent at Broach, Thana, and on the Bombay-Baroda and Central India Railway, and that from November 1885 he had been continuously acting in the higher grade. Mr. Dadabhai complained that the effect of the Government Resolution which practically compelled Natives who desired to become Inspectors to enter the service as Head Constables was to debar men of education and position from entering the Force as they could not maintain themselves on such small salaries; and that many of the men who did enter the Force could not maintain their position or command respect or perform their duties satisfactorily because they were wanting in education and independence. He urged that the orders should be modified, and that Superintendents should be allowed to appoint some Natives of education and respectability directly to the post of Chief Constable. As to appointments to the supervising grade he considered the existing system imperfect, in that Probationers were not required to give proof of their qualifications before appointment. He stated that he did not advocate competition for these appointments, that he would still maintain nomination, but on the condition that none but graduates of sufficient physique should be appointed, and that one-half should be Europeans and one-half Natives, that the nominated Native Probationers should be sent to England to be instructed in European etiquette and to spend some time in travel, and that on their return they should be placed under officers able and willing to instruct them and to encourage them to learn their duties. He insisted that no Probationer should be appointed Assistant Superintendent until he had passed the higher departmental examinations and the examinations in drill, equitation, and the language of the district in which he was to serve. He considered that it would be highly desirable to promote such of the Inspectors as had done meritorious service and shown sufficient qualifications, and he quoted six instances in which Inspectors had received such promotion. He admitted that since the orders of Government had come into force it had become difficult to find Inspectors sufficiently educated for the higher grade, but he asserted that there still were a few who had the necessary qualifications. Speaking generally, he thought that subordinates in the Police would prefer to serve under Europeans. Personally he had no reason to believe that he was distasteful to them, but he could say that when he was an Inspector, this preference was expressed. He considered that, if selections were properly made, the objection to Natives would be obviated, and that Natives would have confidence in properly selected Native Superintendents. He was of opinion that Native Police under Native Superintendents in Feudatory States could not be compared with the Police in British territory either in discipline or in detective ability.

Mr. Ganpat Mulhar Bokad Mahedeo Kuti entered the Police in 1861 as Constable, was promoted to Head Constable in 1864 and Chief Constable in 1872, and in 1876 was appointed Inspector. He complained that there was no prospect of promotion for Inspectors. He admitted that an Inspector could not perform all the duties of an Assistant Superintendent without a knowledge of English, but he stated that he might do much of the work as Personal Assistant of the Superintendent, and he added that Inspectors already performed such duties. He stated that educated Natives refrained from entering the Force in any number because of the insufficiency of the pay and of the prospects of promotion, but that they were not in his opinion deterred by the arduous nature of the duties.

Mr. J. H. Chiplonkar, one of the Secretaries of the Poona Sarvajanik Sabha, stated that

Bombay.

Police.

Section I.

he desired to call the particular attention of the Sub-Committee to the question as to the admission of Natives to the higher appointments in the Police Department from which, at least in the Bombay Presidency, they appeared to be scrupulously excluded.

He mentioned that in 1867 a scheme for the reorganization of the Police in the Bombay Presidency was sanctioned by the Government of India, and a new grade of subordinate Police officials, designated Inspectors, was then created, who were intended to occupy and did occupy an official status analogous to that of Mamlatdars or Revenue officers in charge of Taluqas, and that at the same time the predominance of the Military element in the higher ranks of the Police was deprecated, and a direction given that it should be gradually reduced. Mr. Chiplonkar quoted from a Resolution No. 3006, Home Department, dated 3rd August 1867, addressed by the Government of India on that occasion to all Local Governments, the following passage:— "His Excellency in Council would specially direct the attention of Local Governments to the expediency of increasing the Native element in the higher ranks of the Police. It is believed that in no Department could the ability and local knowledge of Native servants of the State of approved fidelity and character be turned to greater advantage," and he pointed out that the Government of Bombay in introducing the new scheme recorded the following opinion: "Judicial Department, G.R., No. 513, dated 21st February 1868. Two Natives have been employed in the higher offices, one with great success and one with failure; and it may be hoped that in time educated Natives will be found with physique and inclination to dispose them to seek the service, meanwhile the Superintendents must in a great measure be Military Commissioned officers."

He also called attention to another Resolution published by the Bombay Government in the same year, Judicial Department G.R., No. 2966, dated 12th October 1868. "It should be stated to the General Department that Government considers the Police Department to be one in which it will, in course of time, be highly desirable to employ Natives in the highest grades; but that at present there are so few well educated Natives possessing the other requisite qualifications, that it would be premature to lay down any general rule for their employment. In two instances Natives have been employed in this Presidency as Assistant Superintendents of Police in the grade of R400. In one instance the appointment was not successful and the officer had to be removed, in the other it was most successful. Thus it will be seen that appointments in the higher grades are open to Natives and Government will not lose an opportunity of appointing Natives when suitable candidates are found, but at present there is no prospect of the general employment of Natives in the higher grades of this branch of the administration."

Mr. Chiplonkar stated that, so far as he could learn, one of the two officers alluded to was a Jew and the other a Hindu who had been an officer in the Native Army.

Mr. Chiplonkar next directed attention to the Resolution of the Government of Bombay G.R., No. 71, dated 7th January 1882, by which the grade of Police probationers was established, the number being limited to ten; and he stated that simultaneously with the issue of that Resolution, nine European gentlemen were appointed Police probationers, some of whom had already become Superintendents in one grade or another; that fourteen others had since been appointed to this grade, that of these some had become Superintendents and that the last nomination appeared to have been made on 13th December 1885. Mr. Chiplonkar adverted to the rules framed on the creation on the grade which required a probationer to pass certain examinations before he was confirmed in his appointment. He observed that the probationer continued, however, to draw his pay and allowances, if any, till he passed the examinations, and he asserted that ordinarily, if a Probationer failed to pass his examinations in fair time, he might confidently expect every possible indulgence to the extent of being posted to a district where his own relatives or others interested in him might be residing and also of being relieved of even the most ordinary work in order that he might have every possible chance of fulfilling the necessary conditions.

He observed that all the twenty-three Europeans appointed to this grade were the relatives of Anglo-Indian officers in the Presidency, retired or still in the service, or the relatives of friends of such officers. He stated that a widespread impression prevailed that this service was a kind of close service for the benefit of what were popularly described as "sons of gentlemen" in the narrower sense of that term; and he thought that it was unfair, while this class had a practical monopoly in those Departments admission to which could be obtained only by the door of competitive examination in England (modified to a very limited extent in the case of the Covenanted Civil Service and the Civil Branch of the Engineering Service), that such members of the class as might have failed through indolence or any other cause to profit by such facilities, should without being required to satisfy any antecedent and well-devised intellectual test be provided with comfortable berths to the entire exclusion of Natives.

He stated that to the best of his belief during the last twenty years no Native gentlemen had been appointed Assistant Superintendent of Police, notwithstanding the emphatic declaration of the Government of India as to the suitability of Natives for such employment, and the promise made by the Bombay Government that it would lose no opportunity to appoint Natives to the higher grades which were declared open to Natives equally with British-born subjects. He professed himself unable to believe that during this long period no Native servants of the State were to be found of approved fidelity and character, whose ability and local knowledge could have been employed to the best advantage, especially as he could mention the names of at least half a dozen Native Police officers of the subordinate branch whose special merit and conspicuous ability in the service had been rewarded by the bestowal of honorary titles, and in one instance he believed by the grant of a rent-free village; he added that he referred to the late Rao Bahadur Gajanan Vithal who had rendered conspicuous service at the Baroda trial in 1875.

He pointed out that under existing arrangements, the highest grade to which a Native could aspire was the post of Inspector of the first grade with a salary of R250, a salary equal to that of a Mamlatdar of the first grade; but that whereas Mamlatdars of the first grade and others of lower grades, if of conspicuous merit and ability, could aspire to become and became Deputy Collectors with salaries of R800, a Police Inspector, whatever his merit, fidelity, and character, had to be content with perhaps an honorary title as a mark of personal distinction. He contended that under such circumstances it was not surprising that educated Natives were not attracted to the Department.

He stated that to his knowledge about 15 years ago a Native gentleman, an Assistant Master in the Sardar's High School at Belgaum, had been offered a Chief Constable's appointment on R95, but had declined the offer because he did not think the prospects sufficient; that he had subsequently entered the Revenue Department and was now Deputy Collector with a salary of R600. He expressed his conviction that if the service were made really attractive and popular by throwing open the higher appointments to really deserving Natives, the tone and efficiency of the service would be greatly improved in the same way as the tone and efficiency of the Revenue and Judicial Services had been admittedly improved.

He pointed out that although the rules for the admission of probationers did not prevent the appointment of Natives, no Native of India had been appointed a probationer and that only one, the witness Mr. Dhanjesha Dadabhai, had received an officiating appointment in the superintending grade; but that nevertheless youths who had been appointed probationers had become Superintendents wielding authority over the whole body of Police in a district including Native Inspectors.

He considered it probable that a feeling of discontent would exist among Native Police Inspectors when they found themselves placed under the orders of young men who did not even possess the prestige of the military profession. Lastly, he recommended that a fair opening should be provided for the legitimate ambition of Native Police Inspectors; he expressed his confident opinion that such a measure would greatly improve the tone and efficiency of the service, and he stated that all he claimed was the ungrudging fulfilment of the intentions expressed in the Resolutions to which he had called attention.

Mr. Chiplonkar, in answer to questions put to him by the President, stated that he took an interest in the intellectual and political movements which were proceeding in Poona and that he had attended a course of lectures recently delivered on questions of social reform. He said that so far as he was aware there was in the course of those lectures no discussion of, nor allusion to, the advantages or disadvantages of British rule, nor was he aware that references made by any speaker, disloyal to British rule, were received with favor, and references in terms of approval of British rule were received with disapprobation. He admitted that letters from two of the lecturers had appeared in the newspapers disclaiming disloyal and other sentiments imputed to them in the reports of the lectures. He stated that there was much confusion at some of the lectures, but that he must have heard everything that took place. He stated that the reports in the Poona papers were inaccurate; and that disloyal sentiments had been put in the mouths of speakers which they had never expressed, and he suggested that as most of the lectures had been delivered in Marathi, it was probable that they had been misinterpreted. He allowed that some of the most respectable members of the Sarvajanik Sabha had taken objection to the particular tone of these lectures, and that he had not been present on the occasions in which the lectures had been delivered to which attention was principally drawn in the Poona newspapers.

Mr. Chiplonkar admitted that a knowledge of English was necessary but not absolutely indispensable for the superintending grade of the Police. He admitted that Mr. Gajanan Vithal did not know English, but he mentioned that another Inspector of the first grade, Mr. Shivram Pandurang, knew English, although he was unable to say how long this officer held that appointment before his death, as he was not acquainted with him. He mentioned in advertence to an answer of Mr. Lee-Warner that when the Palaces were burnt at Poona during the Deccan dacoities, it was at first believed that they were burnt by friends of Wasudeo Balwant Phadke, but that it afterwards appeared that the fire had been raised at both places by the keeper of the Government Book Depôt to cover his own defalcations; and that the Police had been put on the right track by a non-official inquiry made by distinguished members of the class from whom Mr. Lee-Warner asserted that he now received no assistance.

BOMBAY.

Police.

Section II.

Bombay.

Police

Section II.

MEMORANDUM FROM THE GOVERNMENT OF BOMBAY FURNISHING THE INFORMATION ASKED FOR BY THE SUB-COMMITTEE OF THE PUBLIC SERVICE COMMISSION IN REGARD TO THE POLICE DEPARTMENT.

I. The present regulations of the Department as to admission to the various grades and ranks of which it is composed, and to promotion therein or, if no such regulations exist, a statement of the principles by which the departmental or other authority invested with the duty is guided in making first appointments to, or promotions in, the Department.

MOFUSSIL—*First Appointments—Superintendents, Assistants and Probationers.*—There are no regulations regarding first appointments to the Superintending staff. A list of applicants for appointment to the grade of Probationers is kept by the Private Secretary to His Excellency the Governor and on the occurrence of a vacancy the cadidate who appears to have the best qualifications, success in having passed examinations in the Vernacular languages being taken into consideration, is selected by Government. The applicants are ordinarily Europeans who have not been previously in Government service, but some are Europeans serving in other departments. These officers take rank according to priority of passing the Higher Standard Departmental Examination after joining the department. A copy of the rules for their examination is appended marked A. Military Officers are also appointed to the Police either direct to Superintendentships, in which case they take relative rank according to their service, and are generally excused from passing examinations, or to the grade of Assistant Superintendent in which case their promotion and the examinations they have to pass are regulated by rules almost indentical with those for Probationers. Copy is appended marked B. But there is a proviso made by the Government of India * that only two-fifths of the Officers are to be Military men. Inspectors who have proved themselves exceptionally good Officers are occasionally promoted to Assistants and are not required to pass through the Probationary grade.

Promotion, when the required examinantions have been passed, goes almost invariably by seniority through the Gradation List, Probationers rising to be Assistants and Superintendents, and always maintaining their mutual position.

Appointments—Inspectors and Chief Constables.—These appointments are, by order of Government, almost invariably given by promotion to deserving Officers of the grade of Head Constables. Under special circumstances outsiders are occasionally appointed to be Chief Constables on the recommendation of the Superintendent of Police with the sanction of the Inspector-General, but such an appointment to the rank of Inspector is almost unknown.

Promotion.—Promotion when the required examinations are passed goes by selection, due weight being given to seniority.

Appointments—Head Constables.—As a general rule, these Officers are promoted from the lower grades by the Superintendents for good work done. But outsiders may be appointed with the Inspector-General's sanction.

Pomotion.—Promotion goes as a rule by selection.

Constables.—These men are recruited by the Superintendent. Promotion is given for fitness, education, &c., seniority being taken into account.

BOMBAY CITY POLICE.—All appointments to the Bombay City Police Force are made by the Commissioner of Police except those of Commissioner and Deputy Commissioner. These Officers are selected by Government from among the District Superintendents.

European Branch.—These men are mostly selected from the Army and the necessary qualifications are good character and temper, intelligence, education, knowledge of the Native Language, that the candidate should be under 25 years of age and not less than 5 feet and 8 inches height, and physical fitness testified to by Police Surgeon's certificate.

Native Branch.—The same qualifications are required as in the European branch with the difference that the standard height is lowered to 5-4 and education is not held as a necessary qualification, as if so laid down the ranks would never fill.

Promotion.—Promtion in both European and Native branches is regulated by length of service, merit and education.

---

* *Vide* Government of India Resolution, No. 999, dated 19th May 1883, Department of Finance and Commerce, and reply of Bombay Government, No. 5370, dated 7th August 1883.

II. The conditions of Service in the Department in regard to Pay, Pension and Furlough.

The rules regarding pay, pension and leave, applicable to the body of Government servants in general, are also applicable to the officers of the Police Department. The Officers who are specially admitted to the benefits of the more favorable leave rules by the Secretary of State and whose names are entered in schedule B of the Civil Leave Code, are entitled to leave under the rules contained in chapter V of the Civil Leave Code.

Officers admitted as Police Probationers are allowed to count their service for leave and pension, provided they have passed their examination, have served two years in the Department, and have attained the age of 22 years (*vide* the note under rule 4, section 74 of the Civil Pension Code, and note 2, rule 5, section 127 of the Civil Leave Code, 6th edition).

Police Officers in receipt of pay not exceeding Rs. 20 a-month are eligible for pension under the special rules for the Police (*vide* sections 140, 143 and 147, scale B of the Civil Pension Code), and in addition to the leave admissible to the Uncovenanted Officers in general, they are eligible for the benefit of exception 2, section 127 of the Civil Leave Code.

III. The Technical requirements of the Department and the Professional attainments essential for efficient service in its various branches.

The examinations in law and languages which Police officers have to pass after appointment to the Department have been referred to above, and particulars may be gathered from the copies of the rules appended.

Probationers are, besides, required to obtain a certificate of having passed in equitation at a Military Riding school, and to go through a course of drill including squad, company and light infantry drill with rifle, manual and platoon exercise, musketry and guard and sentry duty (see No. XI of rule marked A).

Inspectors and Chief Constables.—There is no examination for Inspectors if appointed from the rank of Chief Constable. Chief Constables must pass an examination in law within a year of joining their appointments. Ordinarily no man is appointed to the grade of Chief Constables unless he has served as Head Constable for at least two years.

The duties of a District Superintendent of Police are thus described by the Inspector-General of Police: "The duties and responsibilities of a District Superintendent of Police are of great importance. He has to command a force of 800 or more men of all castes or the number of a regiment; and altogether apart from the question of criminal investigation, the task of keeping such a large body of men, who are scattered about the country in small groups, in a thorough state of discipline and efficiency, is one that cannot be lightly estimated. To regulate judiciously the flow of promotion, to prevent harshness or favoritism on the part of the subordinate officers towards their men, to see, that the maximum amount of work is got out of each member of the force, to protect all classes of the community including the lowest, from any oppression that the Police might be tempted to commit, are one and all duties that call for considerable energy and force of character. A District Superintendent must lead an active and out-door life and be prepared to rough it whenever necessary; he must above all things be thoroughly respected, and, in a great degree, feared by his subordinates; and they must recognize that he is unapproachable by any local influence, and that no pressure, such as that of caste or relationship, can be put upon him. The necessity of his being able to act with promptness in an emergency needs no demonstration." Good physique and bodily activity are generally insisted on as a *sine quâ non* to first employment. The examinations secure that only officers possessed of at least a moderate degree of intelligence shall be permanently appointed to the Department. But, for the acquisition of the qualifications necessary to the constitution of a successful Police Officer in regard to the administration of the Force under his control, no preliminary tests can be provided. The faculty of controlling and keeping in a state of effective discipline a large body of men, and success in preserving the respect of, and amicable relations with, a community of different race can be attained in a great degree by experience only. The constitutional qualities which may assist their attainment are not usually apparent in young men of the age at which first appointments are generally made.

IV. The classes of the community who seek to be employed in the Department and the comparative capacity of each for rendering efficient service therein.

CLASSES OF THE COMMUNITY.—It has been the custom to employ only Europeans in the grades of Superintendent, Assistant and Probationer; and therefore practically no others have come forward. At present one Parsi Inspector is acting as Superintendent. The Inspector-General of Police is strongly of opinion that the upper grades of the Police should for a very long time to come be officered entirely by Europeans. He observes that the qualities essential to success as a Police Officer, which are for the most part characteristic of the European officer, can hardly be looked for in the present day among Natives of the country. He adds, "I may mention that the duties and pay of Police Officers do not attract Natives of high family. I am therefore of opinion that the higher grades of the Police Department of the Bombay Presidency should continue to be filled solely by Europeans." The Governor in Council is disposed to concur that for the present the appointment of Natives to the higher grades of the Police is not practicable. It is only in very rare cases that Natives are found to possess the necessary qualifications.

Inspectors.—The Inspector-General of Police is of opinion that the majority of the appointments, in this grade should continue to be filled by Natives, as the hope of one day becoming an Inspector supplies a great incentive to Chief Constables to work well. His Excellency in Council concurs in this opinion. European Inspectors are stated to be useless for work in the Districts, but are required for cantonments and railway appointments.

Chief Constables.—The Inspector-General reports that, as a general rule, European Chief Constables are not a success. The pay, which is good for Natives, is too small for them.

The grades both of Inspectors and Chief Constables contain some very good officers from Eurasian, Parsi and Goanese classes.

Head Constables and Constables.—It has always been the policy of Government to recruit policemen and petty officers locally as far as possible, and it must be left to the Superintendents to enlist the best men that they can get. In some districts it is difficult to obtain recruits at all, and in all the pay is stated to be too low to command the selection of good men. In former years there was a much larger selection than there is now. Mills and railways, &c., give high wages, and the men employed in them always have the great advantage of living at their homes and having their nights to themselves, no matter how hard they may work during the day. A policeman has to serve in all parts of a District and is always on duty.

V. The existing organization and constitution of the Department.

The accompanying statements received from the Inspector-General of Police and the Commissioner of Police, Bombay, show the existing organization and constitution of the department.

(Signed) A. SHEWAN,
Ag. Under Secy. to Govt.

Bombay.

Police.

Sec. II.

Existing organization and constitution of the Police Department of the Bombay Presidency.

1	2	3	4						
Department.	Total number of gazetted appointments or of appointments not being purely clerical of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY—						
			(1) Europeans not domiciled in India.	(2) Europeans domiciled in India.	(3) Eurasians.	(4)			
						(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Police	93	1 Inspector-General of Police on Rs. 1,800 ..	1	..	..	..	..	..	..
		* 3 Superintendents of 1st grade on ,, 1,000 each ..	3	..	..	..	..	..	..
		† 5 Do. of 2nd ,, on ,, 800 ,, ..	5	..	..	..	..	..	..
		7 Do. of 3rd ,, on ,, 700 ,, ..	6	..	1	..	..	..	..
		4 Do. of 4th ,, on ,, 600 ,, ..	4	..	..	..	..	..	..
		7 Do. of 5th ,, on ,, 500 ,, ..	7	..	..	..	..	..	..
		2 First-grade Assistant Supts. on ,, 500 ,, ..	2	..	..	..	..	..	..
		3 Second-grade do. on ,, 400 ,, ..	3	..	..	..	..	..	..
		10 Police Probationers on ,, 250 ,, ..	10	..	..	..	..	..	..
		5 Inspectors, 1st grade, on ,, 250 ,, ..	..	..	1	2	1	1	4
		14 Do. 2nd ,, on ,, 200 ,, ..	..	..	..	7	5	2	14
		6 Do. 3rd ,, on ,, 175 ,, ..	..	..	..	3	3	..	6
		13 Do. 4th ,, on ,, 150 ,, ..	..	..	1	4	7	1	15
		1 Inspector, 4th ,, on ,, 140 ..	..	..	..	..	1	..	1
		2 Inspectors, 5th ,, on ,, 125 each ..	..	..	..	2	..	..	2
		9 Do. 6th ,, on ,, 100 ,, ..	..	..	..	6	3	..	9
		1 European Constable on ,, 125 ..	1	..	..	..	..	..	..
		90 Total ..	42	..	3	24	20	4	48

* Draw Rs. 200 personal allowance as Lieutenant-Colonel.

† One draws Rs. 200 personal allowance as Lieutenant-Colonel; two draw Rs. 100 each as Majors.

NOTE.—One 1st-grade and two 5th-grade Superintendents are employed in the Railways and $\frac{7}{10}$ths of their salary paid by the Railway Companies.

(2) The above list does not include an Inspector of the 2nd grade on Rs. 200 paid from Cantonment Funds and another of the 6th grade on Rs. 100 paid from Municipal Funds.

(Signed) F. J. WISE, Lieut.-Colonel,
Inspector-General of Prisons.

Bombay.
Police.
Sec. II.

Existing organization and constitution of the Bombay City Police Force.

1	2	3	4						
Department.	Total number of gazetted appointments, or of appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY—						
			1 Europeans not domiciled in India.	2 Europeans domiciled in India.	3 Eurasians.	4 Natives of India.			
						(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Bombay City Police Force.	56	2 *Gazetted Appointments.*							
		1 Commissioner of Police, Rs. 1,700. Per. allow. Rs. 500. House-rent allow. Rs. 300.	1	..	..	..	..	..	..
		1 Deputy Commissioner, Rs. 800. House-rent allow. Rs. 150.	1	..	..	..	..	..	..
		7 Superintendents, Rs. 250—450.	2	4	..	..	* 1	..	1
		4 First-class Inspectors, Rs. 175.	1	1	1	1	..	..	..
		12 Second-class Inspectors, Rs. 150 each.	† 6	4	..	1	..	1 (Parsi).	2
		10 Third-class Inspectors, Rs. 125.	‡ 6	4	..	..	..	..	..
		7 First-class Constables, Rs. 110.	§ 5	1	..	..	* 1	..	1
		14 Second-class Constables, Rs. 100.	‖ 9	3	..	..	..	..	..

RULES.

His Excellency the Governor in Council has decided upon constituting a class of Police Probationers (the number of Probationers not to exceed ten) and has determined that on first appointment a Probationer shall receive pay at the rate of Rs. 200 per mensem without any extra allowances. He will be placed under a Police Superintendent to learn his work or prepare for his examinations. On passing the examination prescribed in No. I of the rules, which follow, the Probationer will receive pay at the rate of Rs. 250 per mensem without any extra allowances. He will then be required to pass the examinations prescribed in Rules IV and VII, and, if necessary, those prescribed in Rules V and XI before he can be held permanently qualified for the duties of a Superintendent or Assistant Superintendent of Police. If appointed to such duties before passing the examinations, he will receive the ordinary travelling allowance attached thereto, but no acting allowance.

2. The seniority of Probationers will ordinarily be fixed according to priority of appointment modified by the priority of date of passing all the examinations required to qualify them permanently, except such examinations as may be temporarily excused on account of circumstances over which the Probationers have no control; but Government reserve the right of drafting Military or other Officers into the higher grades of the Police should such procedure appear desirable.

3. Service as a Probationer will not count as service towards pension.

4. The following are the rules for the examination of Police Probationers :—

I. Every person hereafter appointed to be a Police Probationer will be required to pass, at the first examination held not less than six months after his appointment, an examination in at least one Vernacular language of the Presidency (either Maráthi, Gujaráti, Sindi or Kánarese), unless he shall have previously passed such examination before the Committee mentioned below in Rule II, unless he is exempted from passing by the operation of the rules published with Government

---

* Employed in detective branch.
† One is employed by the Dock Trustees and receives Rs. 225.
‡ One is employed by the Dock Trustees and receives Rs. 130.
§ One is employed by the Dock Trustees and receives Rs. 120.
‖ Two appointments of 2nd-class Constables are vacant.

Resolution, Revenue Department, No. 2565 of 24th March 1884 (*vide* Government Resolution, No. 3470, dated 14th June 1886) and in the following subjects:—

The Indian Penal Code.
The Criminal Procedure Code.
Act VI of 1864.
Acts VII and VIII (Bombay) of 1867.
Chapters 2, 7, 9 and 10 of the Indian Evidence Act of 1872.

II. The examination will be held at the time and at the place fixed for the half-yearly Departmental Examination of Junior Civilians, and will be conducted by a Committee consisting of the Under Secretary to Government in the Judicial Department, the Oriental Translator to Government and another member to be from time to time appointed by Government.

III. The examination in the vernacular language will be of the same nature and difficulty as the examination required to be passed by Junior Civilians before their investiture with the lowest magisterial powers. Two papers of questions in the Acts mentioned in the Rule I will be set at each examination. The questions in one paper will be taken from the Penal Code and Bombay Acts VII and VIII of 1867: the other paper will consist of questions from the other Acts specified. The time allowed for each paper will be three hours. 150 marks will be allotted to each paper. No candidate will be considered to have passed who fails to obtain 60 per cent. of the aggregate number of marks for both papers, or 180 marks in all. The questions will have to be answered without the assistance of books. If a Probationer fails to pass the examination as prescribed in Rule I, he shall be liable to be removed from his appointment.

IV. A Probationer shall, within twelve months after the date on which he passed the examination prescribed in Rule I, pass before the Central Departmental Examination Committee at Bombay an examination according to the Higher Standard test in the vernacular language of the District to which he may have been appointed; provided that if prior to his appointment he shall have passed this examination or one of equal difficulty in the language in question before the above-mentioned Committee he shall not be required to pass again in the same language.

V. If a Probationer after appointment is removed from a Maráthi to a Gujaráti or Kánarese District or to Sind, or *vice versâ* he shall be required to pass an examination of the nature described in Rule IV in the vernacular language of the district to which he is transferred within one year from the date of his transfer, if prior to his transfer from the district to which he was originally appointed he shall not have passed in the language of that District an examination of the nature prescribed in Rule IV; but if before his removal he shall have passed the examination as directed in Rule IV in the vernacular of the District in which he was first serving, he shall then only be required to pass within one year from the date of his transfer an examination in the vernacular of the District to which he may be moved of a nature similar to that prescribed for Junior Civilians before their investiture with the lowest magisterial powers.

In the latter case the examination will be before the Central Committee for Vernacular Examination (*vide* Government notification, No. 80, dated 6th January 1887).

VI. If a Probationer fails to pass within the specified time the examination prescribed in Rules IV and V, he shall be permitted to present himself a second time for examination after the expiration of a further period not exceeding six months; but if within eighteen months from the date of his passing the examination prescribed in Rule I, or of his transfer, he shall not have succeeded in passing the above examination, he shall be liable to be removed from his appointment.

VII. In addition to the above-mentioned examination in the vernacular language, every Police Probationer shall within twelve months of the date of his passing the examination prescribed in Rule I pass an examination in the following Acts (and any others which may from time to time be added to the list by Government):—

The India Penal Code and Amending Acts.
The Code of Criminal Procedure in force for the time being.
The Evidence Act (Act I of 1872).
The Foreign Jurisdiction and Extradition Act (Act XXI of 1879).
The Criminal Tribes Act (Act XXVII of 1871).
The European Vagrancy Act (Act IX of 1874).
The Arms Act (Act XI of 1878).
The Cattle Trespass Act (Act I of 1871).
Act XXXVI of 1858.
The Railway Act (Act IV of 1879).
The Whipping Act (Act VI of 1864).
Bombay Regulation XII of 1827.
Bombay Acts III and VIII of 1866.
Bombay Acts VII and VIII of 1867.

VIII. Two papers of questions relating to the above Acts will be set at each examination. The questions in one of these two papers will relate solely to the Penal and Criminal Procedure

Codes and the Whipping Act. The questions in the second paper will refer to the other Acts mentioned. 150 marks will be allotted for each paper of questions. No candidate will be considered to have passed who fails to obtain 60 per cent. of the aggregate number of marks for both papers, or 180 marks in all. The questions will have to be answered without the assistance of books and will be of a simple and practical character.

IX. The above examination shall be held in Bombay or Poona once in every half year on the date fixed for the Departmental Examination of Junior Civilians, and shall be conducted by the Under Secretary to Government in the Judicial Department and another officer to be from time to time appointed by Government, by whom the papers of questions shall be prepared, and with whom it shall rest to estimate the merit of the answers and to decide whether the examinee has passed.

X. If a Probationer fails to pass within the specified time the examination prescribed in Rule VII, he shall be permitted to present himself a second time for examination after the expiration of a further period of six months if he has given satisfaction and has shown such qualifications as to indicate that he is likely to prove an efficient Police Officer; but if within eighteen months of the date of his passing the examination prescribed in Rule I he shall not have succeeded in passing the above examination, he shall be liable to be removed from his appointment.

No. 7488 of 1878.

JUDICIAL DEPARTMENT.

Bombay Castle, 23rd December 1878.

RESOLUTION.—The Governor in Council has decided that Civilian Officers appointed to perform the duties of Superintendents or Assistant Superintendents of Police should in future be required to pass an examination in Military Drill as a subject additional to their Departmental Examination. The Military Department should be requested to ask His Excellency the Commander-in-Chief to co-operate in the attainment of this object by allowing these Officers to be taught drill with the Infantry Regiment or part of such regiment stationed in their districts, and by requiring the Commanding Officer to test and certify their proficiency.

2. In the case of officers appointed to districts where no troops are stationed, it is probable that instruction may be obtained from a Pensioned Native Officer, and if none be available the Military Department will be moved to detach a Drill Master to instruct the Superintendent or Assistant Superintendent of Police. A certificate of knowledge of drill must be obtained from the Officer Commanding a Regiment in some neighbouring District.

* * * * *

No. 551 of 1879.

JUDICIAL DEPARTMENT.

Bombay Castle, 28th January 1879.

RESOLUTION.—Copy of the Resolution in the Military Department should be sent to the Commissioners with an intimation that Government in the Judicial Department concur with His Excellency the Commander-in-Chief in considering that it will be sufficient to require a knowledge of squad and company drill, *i.e.*, of parts 1 and 2 of the Field Exercise Book, 1877, from Officers holding the posts of Superintendents and Assistant Superintendents of Police.

2. The proposals of the Superintendent of Police, Ahmedabad, in which the Commissioner, N.D., concurs, are approved by Government. It is very desirable that Police Officers to whom the Resolution of Government in the Judicial Department, No. 7488 of 23rd December last, applies, should go through the military riding course, as it is essential that an Officer serving as Superintendent or Assistant Superintendent of Police should be able to ride well. The Military Department should be requested to move His Excellency the Commander-in-Chief to issue the requisite orders for the admission to the Military Ridding Schools to pass through the prescribed riding course of the Officers referred to in the above resolution. The Assistant Superintendent in the Panch Mahals would ordinarily have to pass through the riding course at Ahmedabad, whilst those in Khândesh would have to attend the Riding School at Poona or at Ahmednagar. The requisite certificates of having gone through the riding course must be obtained during the course of the current year by the Officers to whom Government Resolution No. 7488 of 23rd December 1878 at present applies.

* * * * *

XI. A Probationer will also, before being appointed to act in the grade of Superintendent or Assistant Superintendent, be required to furnish certificates of proficiency in Drill and Equitation similar to those now required from Civilian Police Officers (*vide* Government Resolutions marginally quoted); provided that it shall be within the discretion of Government to relax this rule for special reasons.

XII. Officers without substantive appointments in the Police Department, but who are now acting as Superintendents or Assistant Superintendents and who may be appointed to the class of Probationers, will not be required to repass under this Resolution any examination which they have already passed under notification No. 3552 of 30 June 1873.

XIII. Probationers will not receive permanent appointments as Assistant Superintendents unless they have in their acting appointments proved their fitness for such employment.

(Signed) H. F. ASTON,
Ag. Under Secy. to Govt.

7th November 1882.

No. 3552 OF 1873.

JUDICIAL DEPARTMENT.

The following rules for the examination of Police Officers, in supersession of all existing rules are published for general information:—

I. From the date of the publication of these rules, every person hereafter appointed to be or to act as an Assistant Superintendent of Police will be required to pass, at the first examination held not less than six months after the date on which he joined his appointment, an examination in at least one vernacular language of the Presidency (either Maráthi, Gujaráti, or Kánarese), and in the following subject:—

The Indian Penal Code.
The Criminal Procedure Code.
Act VI of 1864.
Acts VII and VIII (Bombay) of 1867.
Chapters 2, 7, 9 and 10 of the Indian Evidence Act of 1872.

II. This examination will be held at the time and at the place fixed for the half-yearly Departmental Examination of Junior Civilians, and will be conducted by a Committee consisting of the Under Secretary to Government in the Judicial Department, the Oriental Translator to Government, and another member to be from time to time appointed by Government.

III. The examination in the vernacular language will be of the same nature and difficulty as the examination required to be passed by Junior Civilians before their investiture with the lowest magisterial powers. Two papers of questions in the Acts mentioned in Rule I will be set at each examination. The questions in one paper will be taken from the Penal Code and Bombay Acts VII and VIII of 1867; the other paper will consist of questions from the other Acts specified. The time allowed for each paper will be three hours. 150 marks will be allotted to each paper. No candidate will be considered to have passed who fails to obtain 60 per cent. of the aggregate number of marks for both papers, or 180 marks in all. The questions will have to be answered without the assistance of books. If an officer fails to pass the examination as prescribed in Rule I, he shall be removed from his appointment.

IV. Every person, after having been appointed to be or to act as an Assistant Superintendent of Police, shall, within twelve months after the date on which he passed the examination prescribed in Rule I, pass before the Central Departmental Examination Committee at Bombay an examination according to the Higher Standard test in the vernacular language of the district to which he may have been appointed; provided that if prior to his appointment he shall have passed this examination or one of equal difficulty in the language in question before the above-mentioned committee he shall not be required to pass again in the same language.

V. If an officer after appointment is removed from a Maráthi to a Gujaráti or Kánarese District or to Sind, or *vice versâ*, he shall be required to pass an examination of the nature described in Rule IV in the vernacular language of the district to which he is transferred within one year from the date of his transfer, if prior to his transfer from the district to which he was originally appointed he shall not have passed in the language of that district an examination of the nature prescribed in Rule IV; but if before his removal he shall have passed the examination as directed in Rule IV in the vernacular of the District in which he was first serving, he shall then only be required to pass within one year from the date of his transfer an examination in the vernacular of the district to which he may be moved of a nature similar to that prescribed for Junior Civilians before their investiture with the lowest magisterial powers.

In the latter case the examination will be before the Central Committee for Vernacular Examination (*vide* notification, No. 80, dated 6th January 1887).

VI. If an officer fails to pass within the specified time the examination prescribed in Rules IV and V, he shall be permitted to present himself a second time for examination after the expiration of a further period not exceeding six months; but if within eighteen months from the date of his passing the examination prescribed in Rule I, or of his transfer, he shall not have succeeded in passing the above examination, he shall be removed from his appointment.

VII. In addition to the above-mentioned examination in the vernacular language, every Officer, whether in the Military or Uncovenanted Service, appointed to be or to act as Assistant Superintendent of Police, shall within twelve months of the date of his passing the examination prescribed in Rule I pass an examination in the following Acts (and any others which may from time to time be added to the list by Government):—

The Indian Penal Code and Amending Acts.
The Code of Criminal Procedure in force for the time being.
The Evidence Act (Act I of 1872).
The Foreign Jurisdiction and Extradition Act (Act XI of 1872).
The Criminal Tribes Act (Act XXVII of 1871).
The European Vagrancy Act (Act XXI of 1869).
The Arms Act (Act XXXI of 1860).
The Cattle Trespass Act (Act I of 1871).
Act XXXVI of 1858.
The Railway Acts (Act XVIII of 1854 and Act XXV of 1871).
The Whipping Act (Act VI of 1864).
Bombay Regulation XII of 1827.
Bombay Acts III and VIII of 1866.
Bombay Acts VII and VIII of 1867.

VIII. Two papers of questions relating to the above Acts will be set at each examination. The questions in one of these two papers will relate solely to the Penal and Criminal Procedure

Codes and the Whipping Act. The questions in the second paper will refer to the other Acts mentioned. 150 marks will be allotted for each paper of questions. No candidate will be considered to have passed who fails to obtain 60 per cent. of the aggregate number of marks for both papers, or 180 marks in all. The questions will have to be answered without the assistance of books.

IX. The above examination shall be held in Bombay once in every half year on the date fixed for the Departmental Examination of Junior Civilians, and shall be conducted by the Under Secretary to Government in the Judicial Department and another officer to be from time to time appointed by Government, by whom the papers of questions shall be prepared, and with whom it shall rest to estimate the merit of the answers and to decide whether the examinee has passed.

X. If an Officer fails to pass within the specified time the examination prescribed in Rule VII, he shall be permitted to present himself a second time for examination after the expiration of a further period of six months; but if within eighteen months of the date of his passing the examination prescribed in Rule I shall not have succeeded in passing the above examination, he shall be removed from his appointment.

XI. An Officer serving as Assistant Superintendent of Police will be considered to be on probation until he has passed the examination prescribed in Rules IV and VII, and if within twelve months from the date of his passing the examination prescribed in Rule I, he shall not have passed those examinations, a deduction of 20 per cent. will be made from his salary until he shall have passed both such examinations.

XII. All Officers appointed prior to December 17th, 1872, and who on that date were holding the appointment, either acting or substantive, of Assistant Superintendent of Police, and who have not yet passed the examinations prescribed in the notifications of Government in the Judicial Department, dated August 12th, 1863, July 8th, 1868, and December 17th, 1872, will be required to pass the examinations prescribed in Rules IV and VIII of the rules of December 17th, 1872, within one year of the date of the publication of those rules, and will render themselves liable to the consequences stated in those rules should they fail so to do.

XIII. Police Officers of the rank of Inspector may be examined if they obtained leave from the Police Commissioner to present themselves for examination, and, if passed, should receive a certificate of qualification.

(*By order of His Excellency the Governor in Council,*)

(Signed) C. GONNE,
Secretary to Government.

BOMBAY CASTLE,
30*th June* 1873.

BOMBAY.

Police.

Section III:—Sittings at Bombay.

Witness No. I.—21*st July* 1887.

Examination of Joseph Bocarro, Esq., Delegate of the East Indian's Association, Madras.

Bombay.
Police.
Sec. III.
J. Bocarro, Esq.

The *President.*

I appear on behalf of the East Indian community, meaning by East Indians the descendants of the old Portuguese settlers, as distinguished from Eurasians and domiciled Europeans and also from the so-called Portuguese who are natives of Goa, and who, although Portuguese subjects, are not always of pure Portuguese descent. I complain that no appointments are made to the grades of Constables and Inspectors of the Bombay Police from the class whom I represent.

(*Reads*) Appointments of Constables and Inspectors in the Police Department of the Town and Island of Bombay might be thrown open to members of the East Indian community of Bombay, provided, of course, they possess the requisite physique for such appointments. After approved service, they might be promoted to Superintendentships as vacancies occur. There are at present 7 Superintendents, 25 Inspectors, and 22 Constables in the Bombay Police, and it would perhaps not be difficult to arrange for, say, 2 or 3 Constables being selected from East Indian candidates, their promotion to Inspectorships and Superintendentships depending upon their merit and ability. Candidates for the Police Department should always be subjects of the Queen-Empress. East Indians have always been British subjects, and staunch adherents of the British Government.

As regards the District Police, especially in the Collectorate of Thana, Chief Constables and Inspectors might be appointed from the East Indian residents of the place, when they possess the required qualifications. Several of these men are known to possess considerable local experience, and their influence with the people often conduces to the preservation of peace in cases of local disputes and affrays. Their promotion to the higher grades of the Police service should be regulated by their abilities.

Police probationers are at present generally selected from the sons of Anglo-Indians who have either retired or are in active service. It does not seem necessary that, for the recruitment of this branch of the Police, the sons of officers only should be drawn upon, and at least one or two appointments might be reserved for competition by East Indians. The elements of Police Regulations and Police Acts (not procedure) and a knowledge of one of the vernaculars might be made the test for this examination, their future promotion to depend upon their qualifications. My remarks as regards the District Police also apply to the Railway Police.

There is no rule or regulation which precludes the recruitment of the class you represent?—I believe not.

Are there any members of that class now serving?—So far as the Bombay City Police is concerned, I believe it is generally known that none but Europeans and Eurasians are eligible for appointments. I have known instances in which East Indians have applied for Constable, Inspector or Superintendentships, and have been told they were not eligible. I refer to those appointments which are reserved for European Constables.

Have any members of your community applied for appointments in the District Police?—No, because according to the regulations a man must rise through the regular grades of the Police before he can become a Chief Constable, and it is impossible for an East Indian to support himself on a Constable's pay.

What is the pay of a Chief Constable in a district?—Rs. 80 and Rs. 100.

The Hon. Khan Bahadur *Kazi Shahbudin.*

What is the East Indian population in and around Bombay?—About 60,000. They chiefly live in the suburbs.

What profession do they generally follow?—The educated portion are usually clerks; a great many of them are medical men, educated, a few of them, in England, but for the most part at the Bombay University. Some of them are merchants, and a great many of them are Head Clerks and Superintendents in Mercantile offices.

To what schools do they resort for education?—St. Xavier's College; but if there are local schools, they attend them, and afterwards St. Xavier's and the University.

What is about the percentage of illiterate persons in your community?—About 50 per cent.; the other 50 per cent. have received some education.

Mr. *Nulkar.*

Do your community look upon themselves as Natives of India?—I think they must consider themselves as Natives, although the habits of the educated portion of them are entirely European. For the purpose of Government appointments, they are considered as Natives of India. They have no other country than India.

You say that candidates from your community have applied for appointments as European Constables?—Yes.

Do you think the employment of European Constables in the City Police is necessary?—Not perhaps necessary, but I think it has a salutary effect.

From a Police point of view, is it necessary to employ two classes of Constables?—I think so.

What objection could be taken to the employment of capable Parsis instead of as Europeans as Constables?—I see none at all.

Or capable Mahomedans?—None at all.

Mr. *Fernandez.*

What calling do the illiterate members of your community follow as a rule?—Agriculture.

Have they lands of their own?—Yes.

Are they regarded by the Government as ordinary ryots of the country?—I believe they are.

Have your community anything in common with the Goanese population?—Nothing at all.

You are a conservative people; you do not intermarry with the Goanese?—Some such cases have occurred, but they are exceptional.

The *Inspector-General.*

Have any of these cultivators of the soil applied for Police or Military service?—I believe they are deterred from applying for Police service by the low rate of remuneration offered.

Do they make more by agriculture than other Natives do?—A great deal more. Many of them are extensive landed proprietors.

Have you ever heard of any of your community taking Military service?—No.

Sittings at Poona.

Witness No. II.—28*th July* 1887.

A. Keyser, Esq., C.S.

Examination of A. Keyser, Esq., C.S., District Magistrate of Thana.

The *President.*

I have held that office in Sholapore, Surat, Poona, Nagpore, Thana and Colaba. I think the present system of recruiting for the superintending grades of the Police exclusively from young men who have presumably failed to get employment through the usual channel, examination, is not a good one. Its recommendations are that it is a means of rewarding the services of their fathers and near relations, that it secures a class of European officials at a low cost and a class which has been trained in a climate more conducive than that of India to physical vigor and energy. I prefer the existing system to a system of recruitment from residents in this country. There is so very limited a class of European and Eurasian residents in this Presidency of the social rank necessary for superior service, that I could not recommend a system which would exclude altogether pure Europeans educated in England, especially the sons of officers. While in theory I object to the existing system of recruitment, I must say at the same time that the average ability of the Superintendents who have served in districts under my charge has been sufficiently high. I do not go so far as to say that no Native would be competent to fill the office of District Superintendent in this Presidency, but that I have not met one. A Parsi Inspector has served under me for two months as Superintendent, but I should prefer not to speak of his qualifications from so short an experience. I would not, as a rule, promote Inspectors to the superintending grade, but I would not, as a rule, bar the promotion of Inspectors to those grades. I think there is a tendency on the part of the superintending grade to pay more attention to drill and somewhat too little to the preventation and detection of crime.

The Hon. Khan Bahadur *Kazi Shahbudin.*

The greater number of the Inspectors I have known were not acquainted with English. I think that, in some exceptional districts, it would be extremely beneficial if the District Superintendent could have an efficient Assistant, who might be a Native and might also be selected from the grade of Inspector. I have not personal knowledge of any instance in which an Inspector of Police has received any such substantial reward as would compensate him for being debarred from promotion. I think the Inspectors are the weak point in the Department.

The *Inspector-General.*

I do not think the Inspectors are at the present, as a class, sufficiently educated to hold superior appointments. The Inspectors are not, I think, sufficiently educated even for their own appointments. They are not, as a class, so well educated as the Mamlatdars. I do not think it would be desirable to appoint a man an Inspector at once. Mahomedans make the best Inspectors as a rule, but it is very difficult to find educated Mahomedans.

Mr. *Nulkar.*

I would give wider latitude to Superintendents to make selections for the Chief Constables' appointments; at present, a rule of Government directs that the appointment of Chief Constable shall be made from men who have served in the lower grades. I also believe that the best educated Natives, who provide the higher subordinate officers in the other Departments, have neither the qualifications for, nor the desire to obtain, employment in the lower grades of the Police.

Bombay.

Police.

Sec. III.

A. Keyser, Esq., C.S.

The *President.*

I was not in Poona when the Deccan dacoities occurred, but I was concerned in their prosecution. I was then Magistrate of the District. I received no assistance from the educated unofficial class, and I know that the Police received no such assistance. By educated Natives I refer to the Brahmans and wealthy classes. Wasudeo Phadke, the principal offender, was a Clerk in the Pay Office. It did not appear from the evidence at the time that during his career as a dacoit, he was in communication with any of the Brahmans of Poona. I am unable to say whether during his residence in Poona he mixed at all with what I have called the educated Brahmans. I have nothing further to add.

Witness No. III.—28*th July* 1887.

Examination of W. Lee-Warner, Esq., Magistrate and Collector, Poona District.

W. Lee-Warner, Esq.

The *President.*

In what parts of the Presidency have you served?—In Sind, in Nasik, and in Kolhapur. I have held charge of Kolhapur, Patam and Poona. In Sind, I was Assistant to the Commissioner.

I believe at one time you also held the appointment of Private Secretary to the Governor of Bombay?—Yes.

What is your opinion as to the present constitution of the Police Department?—I think it is, on the whole, as satisfactory as it is possible for it to be under the circumstances.

Do you consider that the present system of pure nomination is the best method of filling the superior grades?—I consider it so.

The present system is nomination by His Excellency the Governor?—Yes; I mean that I prefer nomination to promotion from the inferior grades. I do not say that the system of nomination of probationers is a good one; by nomination I meant that there must be a selection.

What system would be preferable, having regard to the circumstances of the Presidency?—I object to the present system of nominating probationers, partly because the selection is so limited, being dependent on the occasional few who come under the observation of the Governor, and also because of the long time during which those who first enter the service are kept on very low—inadequately low—pay in the lowest grade of it—a system which tends to lead them into debt and other difficulties. I think that a better selection could be made from England by some system of taking men who have failed for the Civil Service but stood high on the list of unsuccessful candidates, or by any other method that might be chosen for recruiting direct from England. Of course, I should prefer the old system under which a certain number were taken from the army, but I understand that the Commander-in-Chief has declared it impossible to spare men from the army.

Are you aware of the suggestion of the Secretary of State that all Europeans whose appointment is considered necessary in India should ordinarily be selected in England?—I do not at this moment remember it, but I think it is a good order on the whole, if your establishment is sufficiently large to leave you a reserve of men when they are wanted.

You say gentlemen are now appointed as probationers?—Yes.

They have to pass certain departmental examinations?—Yes.

Are these examinations difficult?—Sufficiently so, I think.

Is there a time limited within which they must be passed?—Yes, one year.

Is the rule rigidly enforced?—I think not.

What is the longest extension of time you have known to be given?—One or two extensions of six months each.

Have you known any for a longer period than two extensions of six months?—I do not know of any. I believe two probationers have lost their appointments owing to failure to pass the examination within the prescribed time.

Is a knowledge of the vernacular insisted on?—Yes.

Do probationers pass the vernacular examination by the higher or lower standard?—First the lower, and then the higher.

When is the higher passed?—These are technical questions not necessarily known to a Magistrate; but as one who has been on examination committees, I have always understood that some knowledge of the vernacular was necessary before a man was appointed even probationer, and that the Governor practically did not give a probationer's appointment to any one unless he had first passed in one of the vernaculars. Certainly preference is given to those who have such a knowledge.

Have you had Assistant Superintendents in the Districts in which you have served?—Not while I have been acting.

Have you never seen the work of an Assistant Superintendent?—No; the Magistrate would not see it.

Have you had any Superintendents serving under you who had been educated in this country?—I have in Kolhapur, but that was out of British India.

Have you had any domiciled Europeans and Eurasians among the Superintendents?—No. In Kolhapur, there were two Native Superintendents while I was there. I was then President of the Council of Regency.

How did they do their work?—In answering that question, I would like to say what I conceive to be the qualifications of a Superintendent, and then say in what respects the non-European fails.

The qualifications required for a good Superintendent of Police must be examined from different sides—

(1) in his relations with the 1,000 men of his force;

(2) in his relations with the Public;

Bombay.

Police.

Sec. III.

W. Lee-Warner, Esq.

(3) in his relations with other District officials;

(4) in his relations with Government.

In regard to the force he commands, he requires courage, both physical and moral, power to maintain discipline, temper and justice, self-reliance, and the confidence of his men. In regard to the Public, he requires above all things public confidence, and a due appreciation of what constitutes judicial proof and of the necessity for interference. In his relation with other officers, he must be able to co-operate with the military and to know precisely the measure of his own strength to deal with crime, he must work with the Magistrates without friction, and in fact co-operate with other Departments. In regard to Government, he must not only possess their confidence, but feel that he possesses it. He must be secretive and absolutely trustworthy, especially in matters of political importance.

To what extent do you consider it necessary that the superintending grade should be confined to Europeans?—This question raises the main issue whether Superintendents of Police must be exclusively Europeans for many years to come, and I think that that issue must be answered in the affirmative. In expressing this opinion, I am guided equally by a consideration of the qualifications essential for a Superintendent and by my experience of the work of Police in Native States, both under picked Inspectors lent by the British Government and under their own locally-trained Officers. To take first the list of qualifications. I think that Native Police Officers can be found possessed of physical courage, and, in rarer instances, of moral courage, able to maintain discipline (although here they encounter greater difficulties than befall a European Superintendent), possessed of temper and a sense of justice; but I do not think that they would command the confidence of a force which it is essential should be composed of very various elements. A Native Superintendent would always be accused of favoring his own caste or class, and he would be exposed to temptations of bribery which no English Superintendent has to face. The powers of a Superintendent to appoint, promote, or punish must be large, and the Natives of the force would not believe in his fairness. In any case, I am sure that the special difficulties which a Native Superintendent would have to face in commanding his force must leave their impression upon the work; and success would only be achieved at the cost of friction, intrigue and imputations of bad motives, which are not met with under the impartial rule of a European Superintendent who can have no friends to serve. It is in regard to the second set of qualifications arising from his relations with the public that a Native Superintendent would meet with insurmountable difficulties. Public confidence is not conferred by newspaper articles, resolutions of a caste Sabha, or even a Government resolution, and even when it is merited if not commanded, by a public officer the want of it is not less injurious to success.

In their Resolution, No. 7604, dated 30th December last, Government referred in para. 70 to "the prejudice of the population in the larger towns, which culminated in one locality in the deliberate concoction of a false charge against an Inspector," as a matter of common notoriety. In times of disturbance, panics have to be feared, and such alarms are inevitable if at a crisis the police are not commanded by a European. No one who remembers the Bombay riots, or the Deccan dacoities, can fail to appreciate this fact. Even in Native States, there is no public confidence in a Native Superintendent, and I know no Native in Bombay who would receive that confidence, even in ordinary times, while caste prejudices reign so supreme. Then again as to discrimination in working out a case, I believe that none of our Inspectors would succeed without the European Superintendent to refer to. The tendency of all Natives is to hurry on their inquiries, and to forget the importance of securing at the outset every piece of circumstantial evidence.

Looking to the third set of qualifications arising from relations with other District officials, I have found Chief Constables in constant collision with the Taluqa Magistrates and high Officers of other Departments. The fault is not always with the Police, but the friction is a matter of notoriety with District Magistrates. Should it be necessary for the Police to co-operate with a Military force, as happens from time to time, I think that the Native Superintendent would be in great difficulties.

In regard to his relations with Government, a Native Superintendent would always be afraid of misrepresentation. He would fear attacks in the Native newspapers, suspect sudden calls for report, and be tempted to shape his course away from difficulties, so as to avoid attack. Especially in times of political excitement, or even in regard to political inquiries in ordinary times, would the relations of a Native Superintendent with Government be liable to become uncomfortable.

The Commission are doubtless prepared to admit that Police administration is the weakest branch of the administration in Native States. Constant changes of the Head Police Officer occur, and the necessity for the confidence of the Chief is so strongly felt that the Police Superintendent is almost always of the same caste, and frequently of the same family, as the Chief. One of my colleagues on the Council of the Kolhapur Regency was very decided in his conviction that a European Superintendent was necessary in that State.

I do not think that the appointment of a Native Superintendent in Bombay would be popular with the Police forces or with any section of the Public, and I believe that the General Public would have no confidence in him. As a District Magistrate, I could not mention any Native officer with whom I should feel absolute confidence in that position, since it is a position in which a free hand must be allowed, and in which the slightest want of confidence re-acts upon the safety of the District. In every District there are localities and tasks for which the profession of one of the Indian creeds, or membership with a particular caste, is an absolute disqualification, and the English Superintendent is free from these disqualifications.

The *Inspector-General.*

Was the colleague in the Council of Regency to whom you refer a European or a Native?—He was a Native of long experience both in the British service and in the service of Native States,

The *President.*

In a Native State there would perhaps be more necessity for European organization than in European Districts?—In one way, there would; in another, there would not. I know of no European Superintendent in any Native State, and I think he would not work well with the reigning authority, to whom in very many cases the Native Chief of the Police is related. The Police force in Native territory is to a certain extent a Military force. It is very much less organized than in our Districts, but the line between it and the Military is less clearly defined.

What is the connection between the Magistrate of the District and the Police in this Presidency. Is he *ex-officio* District Superintendent?—No; and it is in consequence of those relations requiring our cordial co-operation, and of our undefined power for interference, that it is essential for the head of the Police and the responsible head of the District to be Europeans.

You are aware that in some other parts of India the Police Acts constitute the District Magistrate an *ex-officio* District Superintendent?—That is so; but in Bengal the whole condition of administration is completely different from what it is here. The District Magistrate, having to deal with crime, tries to have as little to do with the work of Police as possible on this side of India. It is merely in his position as responsible for the Public safety, rather than anything else, that it is necessary for him to indicate to the head of the Police what action he should take.

Is it only to that extent, and to the extent indicated in the Criminal Procedure Code, that he has power to control the operations of the Police?—Yes.

You say you would have preferred to have seen recruitment from the army for the higher grades made more freely?—Yes.

For what reason?—In this Presidency we have on several occasions had to deal with organized crime, and on such occasions it has been necessary to obtain assistance from the Military forces; and it is my experience that whenever the Military have to be employed, there is much less friction between a Military Superintendent of Police and the Officer Commanding the Military force, than there is when the Superintendent of Police is a civilian.

Is the organized crime to which you refer committed by armed bands?—We have had several dacoities since I have been in India; but I should mention that in the one in which the largest body of troops has been employed within my experience, the Officer at the head of the Police was a civilian; but he was a man of special qualifications and with whom I think any Officer of the army always feels it a pleasure to work. I refer to the Bombay riots and Sir Frank Souter.

Is not detective skill necessary in India to deal with organised crime, as well as with ordinary crime?—It is, of course, necessary for ordinary crime, but the Police have had to suppress organized crime on several occasions within my experience.

Do you consider that detection is better done by Military Officers than by civilians who have had experience in the country?—When I speak of military officers as preferring to have to do with men of their own stamp, I of course regard it as only a sentiment. All men of experience, however, know that Military men prefer to deal with Military men. These Military Officers are selected when very young and have long since been cut adrift from the Military Department and are practically civilians only, with the advantage their Military rank gives them.

For the prosecution and detection of crime is it necessary that a Police Officer should have experience of the country?—Essentially so.

Have you had any Superintendents who have been distinguished for detective ability and success in the repression of crime by reason of their having been educated in India?—Before I came out, I suppose there must have been; but I do not myself remember any Superintendent in the higher grades of the Police, except Sir Frank Souter, who has been educated in India.

Have you ever heard the charge brought against Officers in the superintendending grades of the Police, that they are too much given to drilling their men and too little to the detection of crime?—I have known Districts in which I thought that charge would be a just charge.

How many of your Districts are there in which you have had reason to apprehend danger from dacoits who would escape into a foreign territory?—The danger exists almost throughout Bombay owing to so much Native territory being intermixed with British territory.

Is it necessary that the District Superintendent should work with the Political Officers of the States adjacent?—That has to be done very rarely, because the only hope for prompt action is to apprehend the man before he gets into Native territory.

Must the District Superintendent correspond with Political Officers only through the head-quarters of Government?—Objection might be taken to his not doing so.

What would happen in such a case as this: a Police Officer in British territory has reason to believe that a body of dacoits is preparing to pass from a Native State into British territory to commit a dacoity?—In the case of some Native States we have a right to apprehend and follow criminals into those States.

But where he has only reason to apprehend that preparations are being made to commit a dacoity, what steps would a District Superintendent take to prevent the commission of the offence?—No such intention would be likely to be formed without ample notice, which would give time for the District Magistrate to arrange with the Political authorities so that the Superintendent of Police might act.

Would the arrangement be made with the Political Agent of the adjoining State by the Magistrate or the District Superintendent?—If there was time, the Superintendent would ordinarily communicate through the Magistrate, as being a course less liable to cause friction.

In how many districts is there at seasons any apprehension of religious disturbances?—There are places in each Division where such disturbances have occurred. For instance, Broach in the Northern Division, Malgaum in this Division, Bombay of course, and they are constantly occurring all over the country on a smaller scale.

Bombay.

Police.

Sec. III.

W. Lee-Warner, Esq.

In North Canara?—I do not think so.

Are you aware that in certain parts of India Natives have been appointed Superintendents?—It would not touch my argument if the Superintendent had not any of his co-religionists in the force. What I claim for the European is, not only that there would be no ground for imputing to him a desire to favor any particular caste, but that by no possibility could a suspicion that he would favor a particular caste be entertained by the Police force or by the Public. A Sikh Superintendent in the Central Provinces would, I should think, be in much the same position as a European.

Are you aware that Mahomedan gentlemen have been Assistant Superintendents in the North-West Provinces?—I was not aware of that; but if so, it would not weaken my argument, because I consider that the staff of Assistant Superintendents in this small Presidency is only sufficient to recruit the grade of Superintendents.

Poona is perhaps the intellectual centre of the mufasal of Bombay, is it not?—Yes; and it is also the centre of constant recurrences of serious crime.

Do you derive any great assistance from the educated non-officials of this district in the detection of crime?—I derive no assistance whatsoever from them under any circumstances.

The Deccan dacoities were supposed to have originated in the heart of Poona City. Do you know whether at that time any assistance was rendered to the Police?—I understood at that time that, so far from that being the case, the difficulties of the Police were increased by the neighbourhood of Poona. I may mention in that connection that dacoities also occurred in Satara, in which place there is a highly-educated city called Wai, and that it was necessary for the Government to impose a punitive Police on that city so as to show the connection between this centre of strong Hindu social and religious life and the difficulties encountered in dealing with crime.

You say that you believe that a knowledge of the vernacular is generally required of Probationers appointed to the Police. Do you not think that it might be made a condition precedent to appointment, that a Probationer should pass in the vernacular of the District by the higher standard?—I think it might, if the higher standard was altered so as to make it more colloquially and less academically useful.

If the recruitment for the higher grades is to be retained in this country, do you think there might be a competition amongst nominees?—I think it would be a good thing, provided their pay on entering the grade were sufficient to enable them to live without getting into debt.

You are aware that lately in Bengal this system has been introduced?—Yes. I think it is a very good thing, provided physical fitness is secured.

Do you see any objection to recruiting the higher grades by the promotion of deserving Inspectors?—Yes, for the reason I have stated, that I consider Superintendents must be Europeans for many years to come; and if you are to have efficient Superintendents, they must pass leisurely through the grades of Assistant Superintendent. To promote, therefore, Inspectors to Assistant Superintendentships would be to encourage legitimate hopes which, I think, the Government cannot safely fulfil in this Presidency.

But as regards European Inspectors?—We have hardly any. For big cities you want Europeon Inspectors, but not for the districts. You would always require one European Superintendent in a place like Poona or Bombay. Taking the force as a whole, there are very few European Inspectors required except for Cantonments and Railway appointments.

Do your remarks refer to Eurasians born in the country and brought up here? Do they never apply for employment in this grade?—There are a few Eurasians, but very few. I prefer myself to have a Native of the country in that position.

You have had Parsis in the Inspector grade?—I have, and Superintendents also. In Kolhapur there was a Parsi Superintendent.

How did he do his work?—I consider that Parsis are the least open to the objections I have mentioned of all the classes I have met, from their having so few of their co-religionists under them, and in that sense being free from the imputations which, whether rightly or wrongly made, hamper the work of a Native officer in the superior grades. But, at the same time, I must say that, in other respects, I have found them open to this objection, viz., the difficulty of their obtaining, however much they may merit it, public confidence in their honesty.

With regard to the exercise of patronage, which you say makes it so difficult for Natives to hold the appointment of Superintendent, is there any check exercised by the Inspector-General in the patronage of Superintendents? Supposing, for instance, that the Inspector-General finds that in a certain District the whole of the recruitment is being made from one particular caste, would he interfere to put a stop to it?—Oh yes.

Patronage by Superintendents is largely controlled by the Inspector-General?—Yes.

Might it not also be controlled by the District Magistrate?—If he saw that recruitment was going on exclusively from one caste, he would bring it to notice; but to ask him to interfere actively to put a stop to it would be to largely increase his responsibilities, and would greatly interfere with the performance of his other duties.

Below and including the grade of Inspector, the Police force in this Presidency is almost entirely Native?—Yes.

The Hon. Khan Bahadur *Khazi Shahbudin.*

Are you aware that in many Native States, in Guzerat and Kathiawar for instance, the Police is now a body distinct from the Military?—I have said that, personally, I had no experience of Kathiawar and Guzerat; but I am not aware, nor do I think that it is the case, that the Police are separate from the Military in the Kathiawar State to the extent that they are distinct in British territory.

Are you acquainted with the State of Bovnagar?—I was thinking specially of the State of Jamnagar. Bovnagar, I am aware, was for a long time reorganized on the British system; but

Bombay.

Police.

Sec. III.

W. Lee-Warner, Esq.

how far that system is now maintained, I am unable to say.

You are aware that with most of the Native States there are agreements concerning extradition?—I am aware that in almost every Native State these agreements have been superseded by the extradition law, and I am aware of very few Native States in India in which such agreements are acted upon.

Not in the Hyderabad State?—I am intimately acquainted with the agreement with the Hyderabad State, and am also aware that that agreement is hardly ever acted upon, and that extradition is found much more convenient under the Act than under these obsolete agreements. It goes far beyond any special agreement. The agreements are embodied in the treaties, and my contention is that they are so cumbrous and so limited that the Act is found the easier machinery, and almost entirely adopted.

Has any difficulty been found to your knowledge in following up criminals into Native States from British territory?—I have frequently served on the border, and found the difficulty is very great, and especially in regard to the Nizam's State.

The Police can follow, and, if they apprehend the criminal in the Native State, they can make him over to the nearest Magistrate of that State?—They can only follow him immediately. If there is any delay, they find it impossible and unwise to follow the man across the border. Of course, in the case of a great criminal, arrangements are made to follow him, but in an ordinary case there is hesitation to follow, if any time has elapsed.

Would you have a rigid rule excluding Inspectors from the superintending grade?—It sounds very hard to deny to any rank which must have some extremely deserving men in it promotion to a higher grade; but on the argument that Superintendents must be Europeans for many years to come, and that there are not more Assistant Superintendents than are sufficient to form a training ground for these European Superintendents, and also by reason of the necessity for not exciting false hopes, I am forced to express the opinion that they should not be promoted, but that their good service should be rewarded in some other way.

Are their services rewarded in any other way?—I have known very substantial money-rewards given to deserving policemen.

The *Inspector-General.*

Do you not think that good Inspectors might be promoted to the pay of Assistant Superintendents and called Deputy Superintendents in the same way as Deputy Collectors, it being understood that they can go no higher?—I see one objection to it which fits in with the line of argument I have adopted, viz., that supposing, for instance, a Mahomedan gentleman who has deserved this promotion was thus promoted, it might be held that the position gave him undue weight with the Superintendent, and would open the door to all these complaints. I do not see the necessity for these appointments, and I am always opposed to creating appointments in order to get over a difficulty which you are forced to recognize. I prefer to reward deserving men in some other way, and think that we have great opportunities of doing so. For instance, the Native States are continually applying to the British Government for the service of their trained men, and most of our deserving Inspectors have obtained employment in Native States in this way, and I think that in this direction a very large field is open to them.

The Hon. Khan Bahadur *Khazi Shahbudin.*

How many Assistant Superintendents are there in this Presidency?—Five.

Mr. *Nulkar.*

From your experience of other presidencies, can you say if there is anything special in the circumstances of this Presidency which makes it more necessary to appoint Englishmen to Superintendents' posts?—Compared with every other part of India, there seem to me to be more serious outbreaks of organized crime in this Presidency than in any other, since I have been in the country. Berar is the only other place where I have actually served outside this Presidency, though I have been through all parts of India and brought in contact with the Government Officers, and I believe the acuteness, the intensity of animosity, and jealous feeling in the matter of caste and religion are greater in this Presidency than in almost any other part of India. I have had frequent conversations with District Magistrates in Bengal. There are two great divisions in Bengal—Mahomedans and Hindus—and each of these divisions is strong enough to take care of itself. But in Bombay you have, even amongst the Hindus, a most intense feeling of religious animosity, as you are aware, even against the recognized first caste of the Hindu community on the line of the Poona ghâts, and I should say it would be difficult on occasions of religious disturbance for a Hindu—a Brahman, as he would necessarily be, as they are the most educated and most able class of them—to be an Assistant Superintendent of Police.

Witness No. IV.—28*th July* 1887.

Examination of Colonel W. H. Wilson, B.S.C., District Superintendent of Police, Poona.

Col. Wilson, B.S.C.

The *President.*

When did you enter the service?—In 1864 I joined the Bombay Police Force, receiving the appointment of Assistant Superintendent. I had under the old system held the appointment of Adjutant of Police. I was appointed as Assistant Superintendent to Broach. Then I went to the Panch Mahals, afterwards to Kaira, then to Nasik, and then to Poona. I have heard the opinions expressed by Mr. Lee-Warner regarding the organization of the Police Force, and to a great extent I agree with them. I differ from

Bombay.
Police.
Sec. III.
Col. Wilson, B.S.C.

him on the question of the appointment of Natives to the superintending grade. In my opinion, the position of Assistant should be attainable by a Native of tried service and exceptional merit, but I would not place him on the graded list. The appointments would be exceptional, and would not be obtained until a man had reached the age of 40 or 45. I think it would be a sufficient inducement if a grade of Deputy Assistants was created with the duties of Assistants.

I agree entirely with Mr. Lee-Warner in condemning the present system of appointing Probationers. I have long entertained the opinion that the recruits for the upper grades of the Police should be obtained in England by competition; that is to say, appointments might be offered to the physically fit of the highest in the list of unsuccessful candidates for the Civil Service. These recruits should receive for two years special training in England—one year in the Executive, and one year in the Criminal Investigation Department of the Metropolitan Police.

I desire to mention that Military Officers who were appointed to the Police had usually served for some years in the army—I had myself served from 1857-64. They had then learnt habits of obedience and subordination, and they had passed the Interpreter's examination in at least one, if not in two, vernaculars. Having been brought in contact for years with Natives of all castes in the country, they entered on their duties, not only knowing something of Native habits, but with such an acquaintance with Native speech and character as to be able to distinguish a man from the North country from a man from the South.

As a matter of experience, I am inclined to think that the civilians who enter the Police are more keen about drilling their men than Military Officers who had had a good deal to do with drill before they entered the Service. I do not agree with the evidence of Mr. Lee-Warner and Mr. Keyser that the Officers of the Police Force devote undue attention to drill, seeing that, in virtue of an order of Sir Richard Temple's Government, they are required to drill all Police up to Light Infantry. I do not agree with Mr. Keyser that the Inspectors are, as a class, insufficiently educated for their duties, but I do agree that the rule to which he refers tends to the deterioration of the corps owing to the insufficient emoluments of the Chief and Head Constable grades, which are inadequate to attract men of the class we require as Inspectors. I have found a few of the Inspectors very efficient; one of these was a Eurasian, another a Maratha, a third a Parsi, and a fourth a man from Upper India.

The Hon. Khan Bahadur *Khazi Shahbudin.*

I would, in order to provide for the creation of Deputy Assistants, abolish the posts of one or two probationers if funds could not otherwise be provided, but I am of opinion that the efficiency of the Force would be increased if Deputy Assistants were appointed in addition to the present staff of Assistant Superintendents, which is barely sufficient to fill vacancies in the Superintendents' grade. I have only recently joined this district. I cannot say that elsewhere I have had serving under me any Native Inspectors whom I could recommend for appointment to the Superintendents' grade.

I have long felt that it is a defect that there should be, as at present, no opportunity for promoting Inspectors except by recommending them for employment in Native States. This causes us the loss of our best men. In one instance, a Mahomedan obtained an appointment as Assistant Superintendent as a reward for his services. A Jew was similarly promoted. One Inspector to my knowledge received a grant of land.

The *President.*

There is one point on which I should wish to speak, viz., that the Police is not organized here as in other provinces. Most of the Police accounts are dealt with by the Commissioners. These and other matters of purely Police administration should, I think, be left to the Inspector-General for disposal. We have no Deputy Inspector-General of Police here, and the only appointments to which Superintendents may look forward are the Inspector-Generalship and the Commissionership of Police, Bombay. We should require at least three Deputy Inspectors-General — one for the Police generally, one for the Railway Police, and possibly one for Sind. But the weakest points of the present system I consider to be the slowness of promotion in the grades of Constable and the absence of rewards for good service in the shape of increase of pay, which I believe is given in other provinces. The two lowest grades of Constables (3rd and 4th) receive less salaries (after deductions) than would be paid to an ordinary coolie. Until the pay of the grades of Head and Chief Constables is improved, I think it would be advisable to bring in men from outside to the appointments of Inspectors. I would not object to take our recruits for the higher branch from the highest among the unpassed candidates from Woolwich.

Mr. *Nulkar.*

All the bills of the Police are forwarded to the Commissioner.

Witness No. V.—*28th July* 1887.

S. A. Kyte, Esq.

Examination of SOLOMON A. KYTE, Esq., Eurasian Inspector of the City Police, Poona.

The *President.*

I entered the Police Force as Inspector in 1866, and was posted to B.B. and C.I. Railway. I was transferred subsequently to Belgaum and Sholapur and Ahmednaggar, and finally to Poona. I have risen from the 5th grade on Rs. 100 per mensem to the 1st grade on Rs. 250 per mensem.

I have served under several Superintendents, and consider that, as a class, the best were those obtained from the Military Department. There were some civilians equally good.

S. A. Kyte, Esq.

The Natives who enter the Police service are not the best of the educated Natives. The inducements are too small and the duties arduous. I have known good men of all castes in the Department and some were men of education, though of inferior education. Of the Natives who have served with me as Inspectors, I do not know one who would be fit for promotion to the superintending grades.

The Hon. Khan Bahadur *Khazi Shahbudin.*

In 15 or 20 years an officer might become 1st-grade Inspector.

It would encourage Inspectors to work well if promotion was open to them to the Assistant's grade. The unfitness of Inspectors for promotion is due to their want of education. I would not introduce men from outside to the Inspector grade. There is so little promotion in the force.

Witness No. VI.—28*th July* 1887.

Examination of R. H. VINCENT, Esq., District Superintendent of Police, Ahmednaggar.

R. H. Vincent, Esq.

The *President.*

When did you enter the service?—I entered the Police Force in 1869 as District Inspector. I was born and educated in Germany, and am a naturalized Englishman. I came to India in Her Majesty's 45th Regiment. I served for three years as Inspector and for five as Deputy Commissioner of Police in Bombay, and I was then appointed to officiate as District Superintendent, reverting occasionally for short periods to Assistant Superintendent. I think Mr. Lee-Warner is right in what he says. I would for some years reserve appointments in the superintending grades to Europeans, and, if possible, to Europeans with a Military training. Native Inspectors who have proved themselves efficient should be promoted to a higher grade than they can now attain to. I would not, as a rule, bring in men from outside to the Inspector grade, unless more appointments in that grade were created; there are so few chances of promotion for the large body of men, and hence we do not get the kind of men we require. In my district, with 700 regular Police, I had only thirteen Chief Constableships and two Inspectorships. I wish also to say I think the force would be more efficient, if its administration was committed solely to the Inspector-General with Deputy Inspectors-General. I and the Inspector-General think the Natives would themselves prefer a European Superintendent to a Native Superintendent.

Witness No. VII.—28*th July* 1887.

Examination of DHANJISHA DADABHAI, Esq., Assistant Superintendent of Police, Thana.

Dhanjisha Dadabhai, Esq.

The *President.*

When did you enter the Department?—I entered the Department in February 1866 as an Inspector of the 3rd grade, and was posted to the Railway Police on the Baroda Line. I was educated partly at Broach and partly at the Elphinstone Institution in Bombay.

The *Inspector-General.*

The Native Police under Native Superintendents in Feudatory States cannot be compared with the Police in British territory either in discipline or in detective efficiency. I am giving only my own opinion. (*Witness read the following note*):—

I was twice promoted in the Inspector grade and qualified myself for the higher grade. In September 1881 I was appointed Acting Assistant Superintendent of Police in the Ahmadabad District, and had been from time to time in and out of the Office of Acting Superintendent of Police at Broach, Thana, and on the B.B. and C.I Railway in all about eight times; but since November 1885 I have been continuously acting in the higher grade.

The present regulation of the Police Department as to admission to the lower grade is by nomination by the Superintendent of Police. At present the highest rank that could be got in those grades is that of an Inspector, but, before a person reaches it, he has had to serve as a Chief Constable and previously as Head Constable and previously to that as a Constable in a majority of cases. By a resolution of Government educated youths of respectable families are allowed to be enrolled as Head Constables at the discretion of the Superintendent on a salary ranging from 12 to 30 rupees, but only one-third of such appointments may be filled by the appointment of outsiders and the other two-thirds must be filled by promotion from the grade of Constable. The conditions attached to this grade of the service have been described in the Police Act VII of 1867.

The regulation for the admission into the higher grades of the Department is—

1. By nomination into the ranks of probationers by Government.
2. By promotion from the ranks of Inspectors.

The service in the lower grade is monopolized by the Natives alone, who appear to have given ample evidence of their qualifications and fitness to hold such appointments, and they have no cause of complaint of any sort. But at present educated men of respectable families are actually debarred from taking advantage of Government Resolutions, Nos. 3580 of 18th June 1878 and 6337 of 15th September 1880, Judical Department, for obtaining admission to the lower grade in the Police Department, as the pay they are to expect is so small that no advantage of the privilege has been taken by really educated and respectable persons. The man who has for his goal an Inspectorship has to commence life with Rs. 12 to 30

Bombay.
Police.
Sec. III.
Dhanjisha Dadabhai, Esq.

a month, and as no educated able-bodied respectable youth could make a bare living out of that sum, and as it is no sufficient inducement for such persons to enter the Service, it effectually debars such persons from admission. The consequence of such debarment is, that less educated persons have to be promoted in the Service, and they do very well, though it cannot possibly be so well as the others could have done, till they are raised to the position of Chief Constables when they often fail, and do not maintain their position or command respect, and perform their duties in a very imperfect manner for want of education and independence.

In the first place it is necessary to modify the Government Resolutions mentioned above in so far as to allow the Superintendents with the concurrence of the Inspector-General of Police to appoint educated Natives of respectability to the posts of Chief Constables without the necessity of their serving as Head Constables. They might be confirmed only on passing their examination in Law and after proving to the satisfaction of their superiors that they possess detective ability.

The subject of admission of the various classes who put forward claims to such appointments in the higher grade is a difficult one to be dealt with by an officer like myself, as there are many in the service more competent to give an opinion on the subject than I am.

In my humble opinion it would be only doing justice to the growing intelligence and education of the subjects of Her Imperial Majesty in India if, by the admission of a deserving portion of them to the higher grades of this Department as of others, the just aspirations of the different races were satisfied by those to whom Her Majesty's Government has entrusted the disposal of such appointments.

There are two ways, as above explained, of admitting members of other races to the higher grades—

1. By nomination as Police Probationers.
2. By promotion from the ranks of Inspectors.

The existing system of appointing Probationers require a little alteration, as there is nothing like a test of qualifications or entrance examination and nominations, although impartially made, are apt to be misunderstood by those who have no means of ascertaining the exact qualifications and claims of the selected probationer in preference to other candidates for the same office.

Competition would not, I believe, remedy the evil, and I would therefore let the appointments be made by nomination as at present, but would beg to propose that none but physically fit graduates of respectable families and connections be selected, that half the appointments be given to Natives and half to Europeans; that the nominated Native Probationers should be sent to England for one year and on their return placed under officers able and willing to instruct and encourage them to learn their duties during their probation. During the time of their stay in England the Native Probationers should be instructed in the etiquette of European society and spend some time in travel. None of the Probationers should be appointed as District Superintendents or Assistant Superintendents until they pass their higher standard departmental examination in drill equitation and the language of the District they have to serve in.

All the other rules relating to Probationers might be allowed to remain in force.

It is, however, highly desirable to promote Inspectors who may have done long meritorious services and who may have shown sufficient qualifications for advancement in the higher grade. Messrs. Vincent, Duggan, Austin, myself, Dickinson and Hewett have been promoted from the ranks of Inspectors; the last two gentlemen were transferred to other Departments subsequently.

Such precedents being in existence they might advantageously be followed when suitable candidates are found in the lower grades, as sound education in youth followed by discipline in a Department which holds out hopes of promotion and gives an assured social position secured, will act as a great incentive to the employés to be assiduous, honest, independent and impartial. For a number of years it would be difficult to find educated Inspectors for the higher grade as the quality of men enrolled in the Police, since the introduction of Government Resolution, No. 3580 of 18th June 1878, is very poor, and with the exception of a few Inspectors they do not possess the necessary qualifications.

Mr. *Nulkar.*

I think Natives would prefer serving under Europeans. In my present position I have heard of no complaint in my own case, but when I was an Inspector I found that those under me would rather have served under a European.

The *Inspector-General.*

Advocating as I do that a certain number of Probationers should be Natives, I think that if these were carefully selected, they would be as efficient and inspire as much confidence in their probity as Europeans. In saying this I am speaking principally of Parsis. I do not know much about Mahomedans or Hindus, but personally I would rather serve under a European than either of them.

Witness No. VIII.—28*th July* 1887.

Ganpat Mulhar Bokad Mahadeo Kuti, Esq.

Examination of Ganpat Mulhar Bokad Mahadeo Kuti, Esq., Inspector of the 2nd Grade, stationed at Sattara and now on special duty.

The *President.*

When did you enter the Department ?—In 1861 as Constable; was promoted to Head Constable in 1864, and Chief Constable in 1872. In 1876 I was made Inspector. I complain that there is no prospect of promotion for Inspectors. I do not think an Inspector could do all the duties of an Assistant Superintendent without a

Bombay.

Police.

Sec. III.

Ganpat Mulhar Bokad Mahadéo Kuti, Esq.

knowledge of English, but he might do much as personal assistant of the Superintendent, and the Inspectors often do perform such duties. Educated Natives do not join the Department in any number, because the prospects of promotion are so bad and the pay so low. I do not think they are deterred by the arduous nature of the duties. There are not many men of my caste in the Department. They are a difficult race to control. I have nothing else to say.

Witness No. IX.—28*th July* 1887.

Examination of S. H. Chiploonkar, Esq., a resident of Poona.

S. H. Chiploonkar, Esq.

The *President.*

I am one of the Secretaries of the Poona Sarvajanik Sabha.

(*Reads*) I desire to request the prominent attention of the Committee of the Public Service Commission to the question of the admission of Natives of India to the higher appointments in the Police Department. At present they seem to be scrupulously excluded from the higher appointments in that Department, so far as this Presidency, at any rate, is concerned.

In 1867, after a lengthy correspondence, the Government of India sanctioned a scheme for the reorganization of the Police Department in this Presidency. This reorganization scheme, *inter alia*, instituted a new grade of subordinate Police officers, and designated them as Police Inspectors, who occupied, and do continue to occupy, an official status analogous to that of Mamlatdars or chief Revenue Officers in charge of taluqas. The Government of India, in their Resolution sanctioning the scheme, deprecated the predominance of the Military element in the higher ranks of the Police Department, and directed that it be gradually reduced. In this Resolution the Government of India drew the attention of all the Local Governments and Administrations to the subject under notice in the following emphatic terms:—

Home Dept. G. R., No. 3006, of 3rd Aug. 1867.

"8 * * * His Excellency in Council would specially direct the attention of Local Governments to the expediency of increasing the Native element in the higher ranks of the Police. It is believed that in no Department could the ability and local knowledge of Native servants of the State of approved fidelity and character be turned to greater advantage."

The Bombay Government in giving effect to the new scheme recorded their opinion as follows:—

Judl. Dept. G. R., No. 513, of 21st Feb. 1868.

"12 * * * Two Natives have been employed in the higher offices, one with great success and one with failure; and it may be hoped that in time educated Natives will be found with physique and inclination to dispose them to seek the Service; meanwhile, the Superintendents must in a great measure be Military Commissioned Officers."

Later on in the same year, the Bombay Government reiterated their opinion on the same subject as follows:—

Judl. Dept. G. R., No. 2966, of 12th Oct. 1868.

"It should be stated to the General Department that Government considers the Police Department to be one in which it will in course of time be highly desirable to employ Natives in the higher grades; but that at present there are so few well-educated Natives possessing the other requisite qualifications, that it would be premature to lay down any general rule for their employment. In two instances, Natives have been appointed in this Presidency as Assistant Superintendents of Police on the grade of Rs. 400. In one instance, the appointment was not successful, and the officer had to be removed; in the other, it was most successfully. Thus it will be seen that appointments in the higher grades are open to Natives, and Government will not lose any opportunity of appointing Natives when suitable condidates are found, but at present there is no prospect of the general employment of Natives in the higher grades of this branch of the Administration."

The two Native gentlemen referred to in the two Resolutions of the Bombay Government cited above as having been appointed Assistant Superintendents of Police were, so far as I can learn, one of them an Israelite gentleman and the other a Hindu gentleman from among the Native Officers of the Army.

The next Resolution of the Bombay Government to which I have to request the attention of the Committee is G.R., No. 71, dated 7th January 1882, by which the Bombay Government constituted a new grade of superior Police officers, officially termed Police Probationers, the maximum strength of this new grade being fixed at ten. Simultaneously with the issuing of this resolution, nine European gentlemen were appointed as Police Probationers, some of whom have already become *pucca* Superintendents of Police in one grade or another. Since the original nomination, fourteen others have been appointed to this new grade, some of whom also have become *pucca* Superintendents of Police. The latest nomination to this grade appears to have been made on 13th December 1885.

Under certain rules, promulgated simultaneously with the institution of this new grade of Police Officers, a person appointed as a Police Probationer has to pass examinations before he is confirmed in his appointment. He continues, however, to draw the salary and allowances, if any, till he passes such examinations. If ordinarily he fails to pass the examinations in fair time, he may confidently expect every possible indulgence to the extent of being posted to a District where his own relatives or others interested in him may be residing, and also of being relieved of even the most ordinary work, in order that he may have every possible chance of fulfilling the necessary conditions.

I may be permitted here to observe that all the twenty-three Europeans appointed to this new grade are the relatives of Anglo-Indian Officers in this Presidency retired or still in the service, or the relatives of the friends of such Officers. A widespread impression prevails that this service is a

Bombay.

Police.

Sec. III.

S. H. Chiploonkar, Esq.

kind of close service for the exclusive benefit of what are popularly described as "sons of gentlemen" in the narrower sense of that term; and that it is unfair that while these very classes have a practical monopoly of the higher appointments in those departments, admission to which can be had only by the door of competitive examinations in England, modified to a very limited extent in the case of the Covenanted Civil Service and of the Civil branch of the Engineering Service, such of the persons of these very classes, as may have failed through indolence or any other cause to profit by the said facilities, should, without being required to satisfy any antecedent and well-prescribed intellectual or other similar test, be provided with comfortable berths to the entire exclusion of the Native element.

It may be here pointed out that, to the best of my knowledge and belief, no Native gentleman has, during the last twenty years, been appointed Assistant Superintendent of Police, although the Government of India held in 1867 that the Police Department was the one Department in which the ability and local knowledge of Native servants of the State of approved fidelity and character could be turned to the best advantage, and although the Bombay Government promised in 1868 that they would not lose any opportunity of appointing Natives to the higher grades in this department, which they declared to be open to Natives along with European British-born subjects of Her Majesty. I cannot persuade myself that during this long period no Native servants of the State of approved fidelity and character, whose ability and local knowledge could have been turned to the best advantage, were to be had; and this, too, when I can easily mention the names of at least half-a-dozen Native Police Officers of the subordinate branch whose special merit and conspicuous ability in the service have been rewarded by the bestowal of honorary titles as a mark of personal distinction, and in one case, if I am not much mistaken, by the grant of a village as Inam with certain conditions. In this last instance, I am alluding to the late Rao Bahadur Gajanan Vithal, who rendered such conspicuous service in the memorable Baroda trial of 1875.

Under the existing arrangements, the highest post to which a Native can aspire to rise is the post of a Police Inspector of the first grade with the attached pay of Rs. 250 per mensem, which sum it may be observed here represents also the salary of a Mamlatdar of the first grade; but whereas Mamlatdars of the first grade and others of lower grades but of conspicuous merit and ability can aspire to be Deputy Collectors, and do become Deputy Collectors with the prospect of rising to the highest grade with its salary of Rs. 800 per mensem, a Police Inspector, whatever his merit, fidelity and character be, has to be content with the First-grade Inspectorship and perhaps an honorary title as a mark of personal distinction. Under such circumstances it is not to be wondered that educated Natives are not attracted to the Department. There is at least one case within my personal knowledge of a Native gentleman who about fifteen years ago was offered the post of Chief Constable, first grade, on Rs. 95, but who declined the offer with thanks, because he did not think that there was a fair opening for him in that Department. This gentleman, at the time that the offer was made to him by the Police Superintendent of Kanara, was an Assistant Master in the Sardar's High School at Belgaum. Shortly after, he entered the Revenue Department, where he is now Deputy Collector, fifth grade, with Rs. 400 as his monthly salary. Now this gentleman, if he had accepted the Kanara Police Superintendent's offer, would never have be enable to rise higher than a First-grade Police Inspectorship.

If this service were made really attractive and popular by making the higher appointments in it really available to deserving Natives, the tone and the efficiency of the Service would be greatly improved, just in the same way as the tone and the efficiency of the Revenue and Judicial services have been admittedly improved.

It is worthy of note that, although there is nothing in the Resolution of January 1882 to prevent the appointment of Natives of India to the new grade of Police Probationers, no Native of India has as a matter of fact been appointed to the new grade. There is only one solitary instance of a Parsi gentleman, Mr. Dhanjisha Dadabhai, who since the institution of this new grade has been appointed as Acting Assistant Superintendent of Police. And many of the young men appointed to this new grade have already become full Superintendents of Police or Acting Superintendents of Police, and as such wield authority over the entire body of District Police including the Native Inspectors. It is by no means improbable that some feeling of dissatisfaction may even now be existing among the Native Police Inspectors when they suddenly find themselves placed under the control of young men who do not possess even the advantage of the prestige of the Military profession.

I would accordingly propose in conclusion that a fair opening for the legitimate ambition of Native Police Inspectors should be provided. If such opening were provided, it would, no doubt, as has been already pointed out, lead to greatly improve the tone and the efficiency of the service. What is wanted, in short, is a conscious and honest attempt to give ungrudging effect to the noble intentions expressed in the Government Resolutions referred to at the outset of this note.

The *President*.

I take an interest in the intellectual and political movements which are proceeding in this city. A course of lectures was recently delivered in this city mainly in connection with questions of social reform. I was present at most of those lectures, indeed at all except one by Mr. Gadgil and the other by Vaman S. Apte. So far as I am aware, in the course of those lectures there was no discussion of, or allusion to, the advantages or disadvantages of English rule. I deny that any references made by any speakers disloyal to British rule were received with favor, and that references in terms of approval of British rule were received with disfavor by the audience. I remember a sort of political lecture by Mr. N. E. Chandervarkar on the lessons to be learnt from English political history. Nothing was said about the Russian advance at any one of the lectures; the subject was not mentioned. There

Bombay.

Police.

Sec. III.

S. H. Chiplonkar, Esq.

have been letters in the newspapers, one by Mr. Gadgil at whose lecture I was not present, and the other by Mr. C. E. Jinsiwalla, disclaiming disloyal and other sentiments imputed to them in the reports of the lectures. These lectures were not delivered under the auspices of our Society. The lectures were followed by discussions. There were no Chairmen, and at some of the lectures there was much confusion.

It was not possible that anything should be said at any of those meetings which I did not hear. I did not leave until the last man left, and was always present at the commencement.

I admit that no educated men could be admitted into the Police Force who were not thoroughly loyal. The reports in the Poona daily papers were inaccurate. Disloyal sentiments were put into the mouths of speakers which they had never expressed. Most of the lectures were in Marathi, and possibly they were misinterpreted.

Some of the most respectable members of the Sarvajanak Sabha have taken objection to the particular tone of these lectures. The lectures to which attention was principally drawn in the Poona daily newspapers were those delivered at meetings at which I was not present.

A knowledge of English is necessary, but not absolutely indispensable, for the superintending grades of the Police—as it was not deemed to be absolutely indispensable for the Deputy Collector's grade in the early days. Mr. Gajanan Vithal did not know English. Shivram Pandarang knew English. He was appointed 1st-grade Police Inspector. I do not know how long he held an appointment in that grade before he died. I did not know him personally. I cannot say whether Rai Bahadur Hari Narain knew English so as to write it.

Mr. *Nulkar.*

When the dacoities in the Deccan were going on, two palaces were burnt down in Poona. It was at first believed that the palaces were burnt by the friends of Wasadeo Bulwant Phadke.

It was afterwards discovered that the fires at both palaces had been raised by the Keeper of the Government Book Depôt to hide his defalcations, because both contained records which would have disclosed his frauds. It was non-official inquiry made by distinguished members of the class from whom Mr. Lee-Warner states he receives no assistance, which put the officials on the right track and led to this discovery, as was shown at the trials.

LIBRARY OF THE BOMBAY BRANCH OF THE ROYAL ASIATIC SOCIETY

PROCEEDINGS

OF

THE SUB-COMMITTEE,

PUBLIC SERVICE COMMISSION.

MADRAS.

Police.

Section I.—Note by the Sub-Committee.

Madras.

Police.

Section I.

The Police Department in Madras supplies Constables as well as officers to the City of Madras, and no distinct force is maintained as in the other Presidency Towns. There are 49 gazetted and 180 non-gazetted appointments, carrying salaries of R100 and upwards; of these, thirteen are "Gentlemen Inspectors" or Probationers holding acting appointments as Assistant Superintendents.

The gazetted appointments are shown in the following table:—

—	R	Europeans not domiciled.	Europeans domiciled.	Eurasians.	Hindus.	Mahomedans.	Others.
1 Inspector-General on	2,500	1	...	...	...	...	...
1 Commissioner of Police for the City of Madras	1,500	1	...	...	...	...	...
2 Deputy Inspectors-General	1,200	2	...	...	...	...	...
1 Assistant Inspector-General	900	1	...	...	...	...	...
* 2 Superintendents, 1st grade	1,000	2	...	...	...	...	...
* 7 Ditto 2nd „	800	7	...	...	...	...	...
*13 Ditto 3rd „	700	12	1	...	...	...	...
1 Deputy Commissioner of Police for the City of Madras	750	1	...	...	...	...	...
* 1 Assistant Superintendent	600	1	...	...	...	...	...
*19 Ditto ditto	350—500	15	4	...	...	...	...
1 Assistant Commissioner of Police for the City of Madras	350—450	...	...	...	1	...	...
TOTAL		43	5		1	...	...

It will be seen that one Superintendent and four Assistant Superintendents are domiciled Europeans. Of the thirteen Acting Assistant Superintendents, two are domiciled Europeans. The other gazetted officers are Europeans not domiciled in India.

The non-gazetted appointments are thus distributed:—

—	R	Europeans not domiciled.	Europeans domiciled.	Eurasians.	NATIVES OF INDIA.			
					Hindus.	Mahomedans.	Others.	TOTAL.
4 Chief and Special Inspectors	300	...	2	...	1	1	...	2
39 Inspectors, 1st class	200	2	6	2	22	6	1	29
57 Ditto 2nd „	150	10	9	10	23	5	...	28
80 Ditto 3rd „	100	2	16	16	39	6	1	46
TOTAL		14	33	28	85	18	2	105

---

* A grading of Superintendents and Assistant Superintendents has been sanctioned, and is being gradually introduced. The grades will be as follow:—

	R
2 Superintendents, 1st grade	1,000
5 Ditto 2nd „	800
7 Ditto 3rd „	700
9 Ditto 4th „	600
6 Assistant Superintendents, 1st grade	500
8 Ditto ditto 2nd „	400
7 Ditto ditto 3rd „	350

The Chief Inspector has a sub-divisional charge on the Nílgiri Hills, the Special Inspectors are employed on the detection of grave and organized crime.

The grade of Chief Constable is not recognized in the Madras Police, but there are 238 Inspectorships with salaries ranging from R40—75.

European Head Constables, of whom there are a few in the Mufassal, receive R35, Native Head Constables from R12 to R25, and Constables from R6 to R9.

The Madras Police Force was organized in 1859-60 by Mr. (afterwards Sir William) Robinson, and the appointments of Superintendents and Assistant Superintendents were at first conferred only on officers of the army. Although himself a civilian, Mr. Robinson considered that the qualities required in the superior officers of the Police Force—*viz.*, habits of command and self-reliance, of discipline and obedience to duty—were developed by a course of military training and experience, and that the social position bestowed by Her Majesty's Commission commanded the confidence of the Magistracy and the people. This system of recruitment continued from 1859 to 1869, when the supply of Military officers was no longer available.

Europeans of good social position and some education were then appointed in India as Acting Assistant Superintendents, and received substantive appointments when vacancies occurred. The Uncovenanted Civil Service Leave and Pension Rules do not recognize any acting tenure of office where the officer has not a permanent appointment, and the rules of the Civil Pension Code declare that service as Probationers for the Police shall not count for pension until the Probationer has served for two years and has passed the prescribed examinations (Civil Pension Code, Section 74, Rule 4); but in this Presidency, to enable officers who had been brought in on acting appointments to count as service the period during which they had been acting, they were, in a few instances by retrospective orders, appointed for that period to any vacancies in the Head Constables' appointments that might not have been filled up. Other Europeans entered the Department as ordinary Inspectors and served for some years in that grade, when they were gradually promoted to Acting Assistant and afterwards to Assistant Superintendentships.

This system continued, with few exceptions, up to 1878, since which year, with one exception in 1879, all Assistant Superintendents have joined the Police as Inspectors, and have been promoted from that grade. Up to 1880 the appointment of Inspectors was made by the Inspector-General of Police, and promotion from Inspector to Assistant Superintendent by the Governor on the recommendation of the Inspector-General.

In 1880, a change was introduced, which is thus described by the Departmental member: "Young gentlemen were nominated as Inspectors by His Excellency the Governor and were appointed as such by the Inspector-General, and it came to be understood that only such nominees would thereafter be eligible for promotion to the grade of Assistant Superintendent. There is no record of any such arrangement having been made, and no orders limiting the number of nominees to whom the term 'Gentlemen Inspectors' then came to be applied." This system created considerable discontent among the subordinate staff: the "Gentlemen Inspectors" were promoted out of due course to the highest grade, and the Inspectors who could look forward only to promotion in those grades saw their chances of advancement rendered uncertain by the number of "Gentlemen Inspectors" who might be appointed to the higher grades. The Inspector-General also states that they were "aggrieved by seeing men of inferior calibre to their former officers put in over them." It should, however, be stated that in 1885 an existing grade of Sub-Inspectors was abolished, and the sanctioned number of Inspectors in the 1st and 2nd grades increased by 12 in order to remedy the grievance of which the officers of the subordinate staff had reason to complain.

Under a recent order the term "Gentleman Inspector" has been altered to Probationer, and the number of such officers limited to twelve. The nomination to this grade rests with His Excellency the Governor; no qualifying test is required of probationers on nomination or appointment.

Rules have been framed requiring all Uncovenanted officers of the higher grades serving in the Police to pass an examination in the following subjects:—

The Indian Evidence Act.
The Code of Criminal Procedure.
The Indian Penal Code.
The Police Act XXIV of 1859 and other local and special laws affecting the Police.
Criminal Rules of Practice.*
Police Departmental orders and practice.

Examinations are to be held half-yearly, and officers are required to pass at the first examination after they have completed one year's service in the Police.

Gazetted officers of the Police are also required to pass within one year after appointment an examination in the vernacular of the district to which they are posted, but no officer may be compelled to pass in a second vernacular language either on transfer from one district to another or when two vernaculars are recognized as the language of a district.

---

* *i.e.*, the rules framed by the High Court for the guidance of the Subordinate Courts of Criminal Jurisdiction.

Officers who present themselves for the law examination are allowed access to their books while under examination in all subjects except Police Departmental orders and practice. The qualifying minimum of marks is five-eighths of the total assigned to a subject.

There is no rule authorizing an extension of the time prescribed for passing, but in practice the rules as to the time at which the examinations should be passed are not observed. From a return furnished by the Departmental member, it appeared that an officer appointed in May 1883 had not in August 1887 passed the examination in the vernacular, nor in the Penal Code or Departmental paper. In another case, an officer appointed in November 1882 did not pass the vernacular test till January 1887.

The rule may be understood to apply only to officers who have received permanent appointments, but in that case officers could be, and, it appears, have been, allowed to remain in the Department for an indefinite period without passing those tests which the Government has pronounced to be essential for the efficiency of Inspectors.

The rules contain no provision for allowing officers to take up the subjects of the law examination separately, but in practice this has been permitted, or rather if a candidate passes in any one subject but fails in others, he is not required to take up at the subsequent examination the subject in which he has passed.

Inspectors are appointed by the Inspector-General, and ordinarily on the recommendation of District Superintendents; promotions are also made to this grade from men who have served as Head Constables. Among Inspectors, promotion from the lower to the higher grades is generally regulated by seniority combined with efficiency and good conduct, but the greater ability, superior attainments and better work of a junior Inspector are not unfrequently regarded as justifying a departure from the rule of seniority.

Inspectors are required to pass an examination in the departmental test and also an examination in Law similar to that prescribed for Assistant Superintendents except Criminal Rules of Practice. They are not allowed the use of books, and must pass in all the subjects of the Law examination simultaneously. They are also required to pass the same vernacular tests as gazetted officers.

Head Constables and Constables are appointed by District Superintendents, in whose hands also rests the promotion of Constables to the Head Constable's grade subject to the sanction of the Deputy Inspector-General.

The leave and pension of the members of the Force, when not regulated by the rules relating to Military officers in civil employment, are regulated by the provisions of the Civil Leave and Pension Codes relating to the Uncovenanted Service.

The professional attainments necessary for efficient service in the Police are a knowledge of the vernacular language of the district, of Criminal law and procedure in its various branches, and of Departmental rules and practice, and the Inspector-General states that these are tested by examination before an officer is confirmed in his appointment. He considers that the other qualifications essential in the higher grades are energy, both mental and physical, firmness, a capacity for bodily fatigue and work under difficulties and ill-health, common sense combined with the strictest truthfulness and integrity, and ability to command and earn respect. He states that candidates for employment in the gazetted ranks of the Police are usually the sons of English gentlemen, in whom the qualities enumerated by him may usually be expected and are certainly found to a much greater degree than in any other class of the community. The fact that other classes do not to any extent possess these qualities is the reason, he adds, why the higher grades are not thrown open to them. It appears probable that candidates from other classes are not more numerous because they are aware that the appointments have in recent years been practically closed to them.

Members of respectable families of nearly all classes of the community—Europeans, Eurasians, Brahmans, Kshatrayas, Vaisyas, Sudras and Mahomedans—seek employment as Inspectors in the Police, and the Departmental member states that, from their knowledge of the language, customs and habits of their fellow-countrymen, Natives make excellent Inspectors of Police, and many of them good detectives.

The Departmental member is, however, of opinion that they would not be qualified for the superior grades of Superintendent and Assistant Superintendent, and in support of his opinion he quotes the following passage from a letter written in 1867 by Mr. Robinson, the then Inspector-General, to the Chief Secretary:—

"With regard to Natives they are most useful and intelligent subordinates under efficient and respected European officers. They necessarily fill the great majority of all Police appointments in the Presidency, save those of District and Assistant Superintendents. For these posts the classes of Natives in this Presidency who qualify for civil employment are wholly unsuited. They are deficient in those habits of discipline and command which are essential to the maintenance of an organized force. They are wanting in self-reliance, resource and pluck to meet emergencies, nor do they possess the strong will and determined energy and persistence which are indispensable for the constant and irksome work of personal inspection over a wide area, without which a Police force languishes and falls into confusion, and grave and organized crime

Madras.

Police.

Section I.

cannot be dealt with. They will perform this work under stimulus from others, but it is distasteful to their dispositions and habits, and if left to themselves, they invariably neglect it. When the country is wild and inaccessible they can scarcely be got to do it even under constant pressure and with the praiseworthy example of their European officers before them. To this may be added the grave risk of want of integrity in a post of exceptional temptation, and of want of confidence and assurance on the part of the District Magistracy and people. As regards the Force itself, the existence of caste feelings and other local influences weaken the confidence of subordinates in the impartiality of such superior officers. It is essential to efficient Police working that the closest relation should be maintained with the European Covenanted Magistracy. This cannot be attained without the existence of complete social equality, which must be wanting in the case of Uncovenanted European and Native agency, were such substituted for the Commissioned officers of Her Majesty's Service who now occupy the confidential posts of Superintendent and Assistant Superintendent of Police."

In a note as Departmental member, the Acting Inspector-General observes that difficulties would be likely to attend the employment of Natives in the superior grades owing to the *quasi-military* duties entailed on officers in those grades. He considers them deficient in those habits of discipline and command which are essential to the maintenance of an organized force, and he apprehends that, should any necessity arise for keeping the peace between turbulent religious sects or factions, an Asiatic would find it nearly impossible to act impartially, and that he would be powerless in localities where the non-official European predominated. He expresses a doubt whether any better class of Natives would offer themselves for the appointments of Assistant Superintendent than now accept employment as Inspectors. He is also opposed to promotion from the grade of Inspector to that of Assistant Superintendent. He considers that the training of the latter should be distinct, and he denies that service in the ranks affords suitable instruction for the performance of the duties of the superior grade. He would reward long and good service among the Inspectors by higher salaries than those which they now receive, and would encourage them, if they were not contented with their prospects in the Department, to look for promotion outside, it being in his judgment questionable whether, making every allowance for experience, it is not better for the Department that the older men of twenty years' standing and upwards should be replaced by younger men of more energy.

The Government of Madras, in forwarding the Inspector-General's original memorandum to the Sub-Committee, notices that the remarks attributed to Sir W. Robinson were made twenty years ago, when the Force was in some districts hardly organized, and when military superintendence was available and considered essential, and His Excellency the Governor in Council expresses his willingness to try the experiment of promoting a few Native Inspectors of tried physical activity, patience and firmness, courage and integrity, to the Assistant Superintendent grade.

It appears to be the opinion of the majority of the officers consulted by the Sub-Committee that the present system of appointment to the superior grade does not ensure efficiency.

The Acting Inspector-General observes that, although some of the officers who succeeded the Military officers have turned out very good Police officers, they cannot, as a whole, be taken as a success. He instances two officers who were brought out to these appointments from England as decidedly efficient Police officers, but he observes that one of them came into the service with the advantage of having had several years' training in a British regiment.

In reference to the inquiry made by the Sub-Committee as to the fitness for employment in the superior grades of Europeans domiciled in the country and Eurasians the Inspector-General observes that, although there are notable exceptions, Europeans domiciled in this country possess only one advantage, *e.g.*, colloquial knowledge of the vernacular, but that this advantage is counterbalanced by inferiority in other respects, in that they have not the same strict sense of honor, strict regard for truth, and the same independence and energy as young men educated in an English public school, while Eurasians in his judgment neither command the same respect, nor possess the same influence, as a domiciled European or a pure Native, and in cases of emergency and in posts of danger and difficulty, they generally prove weak.

Seeing that Military officers cannot now be obtained for the Police, the Departmental member suggests that the grade of Assistant Superintendent should be recruited in the following manner, *viz.*, that appointments in the Police should be offered by the Secretary of State to the first few men in the list of those who fail at the examination for entrance into the Royal Military College, Sandhurst, and that the recruits thus obtained should spend a year at the Royal Military College, or six months with the reserve of the Metropolitan Police, or the same time with the Irish Constabulary, or be brought out to India and appointed to do duty with a Native Regiment at the Presidency town for six months, during which they should attend the High Court and Magistrates' Courts and take notes of cases. He also advises that it should be made an essential condition that, after arrival in India, they should remain as probationers until they have passed the same law and vernacular examination as is prescribed as the first or lowest test for Assistant Magistrates, and that the examination in law should be passed without the use of books. In order to attract to the service smart young men of fair education, the Inspector-General considers that the social position of Police officers should be defined in the table of Precedence, from which they are now omitted, and that Assistant Superintendents should rank with Lieutenants, 3rd and 4th grade Superintendents with Captains, and 1st and 2nd grade Superintendents with Majors. He also observes that the officers of the superior grades are at present brought under the rules for leave and pension framed for the Uncovenanted Civil Service, and to suit the circumstances of Natives; and he urges that, inasmuch as they are recruited from the same class as officers for the Educational and Public Works Departments and have more arduous duties to discharge with greater exposure to climate, they should be entitled to no less liberal leave and pension rules.

The Departmental member has invited the attention of the Sub-Committee to a minute by the Hon'ble Mr. R. S. (afterwards Sir Robert) Ellis, and to two notes recorded by Major Hearn, Inspector-General of Police, in 1870 and 1876. Writing in 1870, Mr. Ellis pointed out the peculiar advantages which had flowed from the power of selecting European officers from the army. The Inspector-General of Police had, he observed, always been able to obtain the services of promising young men thoroughly disciplined, acquainted with at least one vernacular language, and accustomed to deal with the Natives of the country; that he could afford to be severe in the rejection of officers who showed no special aptitude for acquiring a knowledge of Police duties, inasmuch as the officers who failed could, without any injury to their military career, be remanded to their regiments, and Mr. Ellis attributed it in no small degree to the firmness in rejection displayed by Mr. Robinson, that Madras owed the possession of the best Police in India. Regretting that the army was no longer available as a source of supply, Mr. Ellis proceeded to consider whether the Government could trust to the European community in India to furnish officers to the Police, or must seek to obtain regularly a certain number of qualified young Englishmen direct from England. He observed that although Government might occasionally find in India in the families of the officials some young men who could be trained for Police service, the source was uncertain and the risk was encountered of finding the Police service embarrassed with young men who had either been imperfectly educated in India, or who had failed in the outset of their careers elsewhere. Consequently, Mr. Ellis came to the conclusion that it was better to secure for the Police well-educated young men drawn from the middle classes in England. After describing the system adopted for the training of cadets for the Royal Irish Constabulary, Mr. Ellis advocated the adoption of a somewhat similar system for the training of young Englishmen for the Indian Police. He proposed that the Inspector-General of Police should indent on the Secretary of State for a certain number of cadets yearly, the appointments to be in the direct gift of the Secretary of State subject to the conditions that the nominees were not less than eighteen nor more than twenty-one years of age, were of robust physical constitution, and were able to pass such an examination as would prove them to be intelligent and to have received the education of a gentleman; that on their arrival in India, the cadets should be trained together at the Presidency under the Commissioner of Police, aided by an Adjutant or a Deputy, who should always be a Military officer; that they should wear uniform, live in quarters, and be subjected to tolerably strict discipline; that they should have a comfortable but not extravagant mess, and that their expenses should be limited, it being impressed upon them that extravagance and indebtedness would disqualify them for service in the Police; and that at the end of two years, if they had passed successfully through the training necessary to qualify them for the post of Assistant Superintendent, their probation should cease, and they should, as vacancies occurred, be appointed to that grade.

Major Hearn commenced his note by deploring the system of appointment which the Government had been compelled to adopt owing to the cessation of the supply of officers from the army, and he thus expressed himself as to the result:—

"Selections have been made from a class of men (the only class available) who, having failed to strike out a career elsewhere, or having hesitated to face the difficulties of competitive examinations, have come to India to see what they could pick up. These men are not likely, as a rule, to be either of a high tone of mind or up to a fair average in education and ability. Of course, there will be exceptions here and there, but I speak of the general rule. The results of this system of appointment, so far as it has gone, have been such as to excite the gravest apprehensions for the future of the Police Force. * * The majority of the younger men hitherto appointed are not likely ever to become thoroughly efficient in a service which demands strong qualities. I have recently submitted to Government, confidentially, my opinion of the individual officers appointed under the new system, and I have shown how few there are who give hope of future efficiency when the time shall come for promoting them to the administration of a district. My opinion is shortly this, that as long as a strong leaven of military officers remains to hold the administration of districts, so long the deficiencies of the new class of Assistant Superintendents will but partially affect the efficiency of Police working, but when the time comes to give the reins to these men of feeble grasp, the organization of the Department will collapse and go to ruin."

Holding these views Major Hearn advocated the selection of Police officers from the Staff Corps, pointing out that the scheme proposed by him had the great recommendation that an officer who might not prove exactly fitted for the peculiar work of the Police could return to military duty, where he might still be most useful in a position requiring less independence of judgment and action. If, however, the course proposed by him were deemed inadmissible, he expressed his cordial concurrence in Mr. Ellis' proposals; but, to secure a larger field of selection by obtaining a larger number of candidates, he thought it advisable that the system should be made applicable to all India. He agreed that selection should be exercised, and that the entrance examination should be such as to guarantee a sufficient degree of education and intellectual capacity. The only particular in which he differed from Mr. Ellis was as to the duration of the probation, which, he thought, might be reduced to one year.

In January 1876, Major (then Lieutenant-Colonel) Hearn again addressed himself to this question. His remarks on the results of the system of appointment then prevailing are expressed in the following paragraph:—

"At this crisis in the history of the Madras Police Force, arising from the altered condition of the army, I venture once more to express my opinion that Military officers are by far the best for Police duty. Their army training thoroughly imbues them with habits of discipline and control. Their general administration is consequently better than that of Uncovenanted officers, while on occasions of emergency, such as a riot or a Khond or Moplah outbreak, they know their business and have a power of command which can be attained only in rare and exceptional cases by the comparatively untrained Uncovenanted officer. They also possess a recognized position by virtue of their Military rank, which is of great importance to the Force they command. The difference between the two classes of officers was strikingly illustrated during the recent visit of His Royal Highness the Prince of Wales to this Presidency. Whereever there was a Military officer, everything went like clock-work. Wherever there was an Uncovenanted officer I found some cause for anxiety. It is true that arrangements were, on the whole, well carried out (every detail having been previously submitted for approval), but weak points developed themselves. One officer, being a timid rider, was not to be found on horseback at a critical moment; another was unable to re-adapt the disposition of his men to a sudden change of programme; a third lost his head entirely and brought discredit on the Force by his excited and improper behaviour. Of course, exceptions may be found like Sir F. Souter in Bombay (who is, however, a thorough soldier both by instinct and training), but as a rule Military officers are by far the most efficient, and the Force will suffer for want of them.

"The Madras Army having, however, ceased to supply officers, I submit that the present system of haphazard appointments is most unsatisfactory. Both in the Police and in other Civil Departments of the Indian Administration, it will be necessary for a long time to come to employ a strong infusion of the European element. The knowledge of this fact brings out a swarm of youths, chiefly the sons of Indian Civil and Military officers, many of whom are imperfectly educated and below the average in ability. The Local Government and the Heads of Departments are beset with applications from fathers with claims of long service on behalf of their sons. I submit that this ever-increasing tide of English adventurers upon the shores of India is a political evil, which should be stopped as soon as possible by the organization of a regular service from England to supply the various Civil Departments in which European officers are required. As regards the Police, a reference to my letter of 1870 will show that I was then almost in despair about the material which had presented itself in the shape of Uncovenanted officers. Some of the present members of Government are aware that my time was constantly occupied with painful investigations into acts of misconduct on the part of these officers. But the just severity then shown produced a most wholesome effect, and I am bound to say that a far higher tone of discipline and conduct has since prevailed amongst the Uncovenanted gentlemen in the Police Department. Still the mode of supply has not proved satisfactory, and out of fourteen Uncovenanted Assistant Superintendents and Acting Assistant Superintendents now in the Force, there are scarcely any of whom I can predict with confidence that they will become thoroughly efficient as District Superintendents, although as Assistant Superintendents acting under an immediate superior they do fairly well."

In view of the unsatisfactory result obtained by the existing system, Colonel Hearn pressed for recruitment in England. He expressed himself opposed to a proposal to offer the appointments to candidates for the Indian Civil Service who had failed to secure an appointment and had come near the requisite number of marks, and he declared his preference for the system of selection with a qualifying examination advocated by Mr. Ellis.

In this letter he pointed out that the employment of Gentlemen Inspectors as acting Assistant Superintendents was disadvantageous in that it barred promotion in the Inspectors' grade, and in anticipation of the suggestion that competent Natives might be appointed in default of qualified Europeans to the posts of Assistant Superintendents, he made the following observations :—

"It may possibly be advanced that the difficulty of finding fit European officers may be met by appointing Natives to the superior posts in the Police. I trust I may be permitted to record my earnest convictions that the time has not come (and will not soon come) for such a change as this. There is no Department of the Public Service so beset with daily and hourly temptation as the Police, none in which honest, impartial and unoppressive administration more nearly concerns the happiness of the people. It is but fifteen years since the Police Force under its new organization commenced to emerge from the slough of corruption, oppression and inefficiency which made it a blot upon the face of the country and a curse to the people. At what cost of physical and mental pain and toil the Department has been brought to a state of comparative purity, those who have worked throughout best know. This could not have been done by Native agency, nor could the present condition of the Force be maintained by such agency. The old vicious habits, like noxious weeds, reappear upon the slightest relaxation of rigid discipline. Corruption and torture can only be prevented by that high sense of honor and that absolute hatred of meanness, dishonesty and cruelty which distinguish the character of an English gentleman."

The following passage occurs in the Administration Report of the Madras Police for 1886 :—

"*Detection.*—One reason for our comparative want of success in the detection of grave cases must be attributed to the small part which District Superintendents and Assistant Superintendents themselves take in the investigation of serious crime. If cases of a grave nature were oftener taken up personally by these officers and worked through from first report to final prosecution, more satisfactory results must ensue. It has hitherto been exceptional for a Superintendent to take up the personal investigation of a case. The attention of Superintendents has been drawn to this point."

Ten witnesses were examined by the Sub-Committee orally, and eight Magistrates of Districts favored the Sub-Committee with their opinions in writing on questions that were addressed to them.

Mr. T. Ramchandra Rao, the Assistant Commissioner of Police, a Maratha Brahman, who had served for thirty years in the Police and since 1880 in his present appointment, considered that, until Natives could be trained for the superior grades of the Police, it was necessary that these grades should be filled by Europeans. He admitted that he knew no Natives in the service who were fit for these grades, but he believed there were Natives out of the service who were so. He was of opinion that if promotion to these grades was open to Inspectors, men would be obtained of higher social position and education than those who at present were candidates for Inspectorships. He admitted that it was necessary that a certain proportion of European Inspectors should be engaged for service in Madras.

Shaik Abdus Saalam Sahib, a Mahomedan of the Godavari district, who entered the Police in 1868 in the lowest grade of Inspector, stated that he was acquainted with the Mahomedans of the North East Coast, where there was a considerable number of Mahomedan families of position and respectability; that education was extending amongst them, but that he did not know any Mahomedan who would be fit to hold a superior appointment in the Police, nor did he know any Native officers of the Madras Army who would be likely to make efficient Superintendents and Assistant Superintendents, but he did know some Hindus whom he thought fitted by education, physical qualifications and respectability for these appointments. He was of opinion that a Native in such an appointment would not be in a position of exceptional difficulty by reason of his connection with the people of his district; and that if he were an honest man, he would be able to deal properly with the patronage of such an appointment. He recommended that the higher appointments should be open to Natives, preference being given to deserving Inspectors already in the service.

He proposed that young men of respectability and good physique and with a prescribed educational qualification should be appointed by nomination Inspectors of the 3rd and 4th grades, and after two years' probation, on proof of fitness, be promoted to the grade of Assistant Superintendent, but he subsequently modified his opinion and expressed his preference for open competition. He considered there were Eurasians in the Force who were qualified to be promoted to the superior grade, but no Hindu. He stated that the detection of crime was ordinarily left to a Head Constable on from R12 to R25, who would report to an Inspector who might be at a distance of 15 or 20 miles from him; that Assistant Superintendents sometimes went out and took much part in the detection of serious crime, and sometimes did not; that it was two years before an English Assistant Superintendent was able to render assistance in detecting crime; that on first appointment as Inspector, a Gentleman Inspector was attached to the head-quarters of a division to learn his work under Native Head Constables, and accompanied the Inspector to inspect stations and learn the duties of an Inspector.

Mr. M. Venayagam Mudaliyar, Head-quarter Inspector and Manager of the Office of the Inspector-General of Police, stated that in his judgment the higher appointments in the Police should be open to Natives, and that he knew two Native Inspectors now in the Force whom he considered fit to be Assistant Superintendents as well as the Acting Deputy Commissioner of Police. He also stated that Natives who had been appointed directly to Inspectorships had proved very efficient officers. He admitted that he himself had not done any executive service in the Police.

Mr. G. Subramania Aiyar, Editor of the *Hindu* newspaper, allowed that he had no acquaintance with the working of the Police Department, but desired to be examined on the question as to the admission of Natives into the higher grades of the Department. He considered that the absence of rules prescribing definite qualifications for admission to these grades afforded considerable room for jobbery. He pointed out that although the Department was one of the six excluded from the orders of 1879, the Government of India had expressed the hope that in these Departments it might be possible to appoint Natives more and more to the higher offices, and he added, with regard to the Police Department, that the annual Police report showed that Native Police officers when advanced to positions of trust did their work zealously and honestly. He also pointed out that the orders of the Secretary of State did not prohibit the employment of Natives in these Departments, but merely permitted the employment of Europeans. He maintained that the employment of Europeans was to be the exception and that of Natives to be the rule, but that the exception had become the rule. He observed that some years before these orders were issued, *viz.*, in August 1868, the Government of India specially directed the attention of Local Governments to the expediency of increasing the Native element in the higher ranks of the Police, and that it expressed its belief that in no Department could the ability and local knowledge of Native servants of the State of approved fidelity and character be turned to greater advantage. He complained that no steps had been taken to give effect to these instructions; that only one appointment above the rank of Inspector, *viz.*, that of Assistant Commissioner of Police in the City of Madras, was held by a Native, and that all the other appointments were held by Europeans; that Natives who had served for fifteen, twenty and twenty-five years apparently to the satisfaction of their superiors, and who had qualified themselves by passing general as well as departmental examinations, remained as Inspectors till the last moment of their service, while English youths were posted to the Inspectors' grades at the commencement of their service, and after a few months promoted to the grade of Assistant Superintendent. He gave instances of such promotions, and suggested that the practice of appointing them Inspectors had been introduced because it was felt that they ought to serve as Probationers, and their acting appointments would not count for service until they had obtained a permanent footing in the Department. He noticed that the majority of these

Madras.
Police.
Section I.

young gentlemen were the relatives of Civil or Military officers in high positions and gave instances in support of his statement. He called particular attention to a case of a Native Inspector whose promotion was recommended by his Superintendent and sanctioned by the Inspector-General, but the sanction was subsequently revoked in favor of a European outsider. He expressed a doubt whether the Gentlemen Inspectors were men of respectable educational qualifications inasmuch as it did not appear that they had given any proof of the possession of them by passing the higher test examinations; and he mentioned that the Inspector-General had remonstrated against the appointment of one of them on the ground that he did not possess even elementary education, but that nevertheless this youth had been appointed over the heads of many deserving Native subordinates.

The Departmental member explained that the European outsider was appointed Inspector for special duties, and that the appointment of the Native Inspector, said to have been superseded, had been made temporarily in order that he might benefit by the pay of the post until it could be filled by the person for whom it was reserved.

Mr. S. D. Simpson, Assistant Superintendent and Acting Deputy Commissioner, a domiciled European, stated that on leaving school he entered the Police Force in 1865 as an Inspector of the 6th class, and after promotion to the 1st class was in 1875 appointed to take charge of the ex-Gaekwar of Baroda; that on the death of the ex-Gaekwar he was again appointed Inspector—, in May 1883 Acting Deputy Commissioner of the Madras City Police, and in 1886, Assistant District Superintendent. Mr. Simpson considered that the present system of recruiting the upper grades of the Police was satisfactory, but thought that opportunities of being appointed to those grades should be afforded to young men born in the country. He mentioned the names of three gentlemen of this class, two of whom are now Superintendents, who had worked their way up through the grades of Inspector to the superintending ranks. He saw no reason why Natives of Asiatic birth should not be appointed Assistant Superintendents, though he admitted that he had not met any whom he thought qualified for such appointments. He considered that Mahomedans and Hindus (Brahmans) furnished the most efficient officers in the Police in respect of detective ability, but that they were not efficient in maintaining discipline. He approved of the recommendations of the Inspector-General for the improvement of the Leave and Pension Rules of the Police. He mentioned that for a long time he applied in vain for promotion to the superintending grade, and had been offered the Registrarship in the office of the Board of Revenue.

Mr. J. A. Paczenskv, Inspector in the Salt Department, a Eurasian, stated that he entered the Police Department in 1864 as 5th class Inspector, and had left it after eighteen years' service because he had been disappointed of obtaining promotion. He mentioned that he had been on many occasions employed on special duty, and had been for seven years and a half Special Dacoity Inspector, and that after he left the Department and joined the Salt Department, his services had been applied for in two important cases. He considered that it took five years for an officer to become a good Police Inspector, and that the young men appointed Gentlemen Inspectors were not qualified for the independent charge of a *thana.* He admitted that he did not at present know any Statutory Natives among the subordinate officers of the Police who were qualified for the superintending grades, but he explained that this was because they had left the Department, and he added that it was formerly customary to appoint subordinate officers to be Deputy Collectors, Munsifs and Tahsildars, and that some of these officers had resigned the service to take appointments in the Salt Department where they could obtain higher salaries. He also stated that he and others who had so left the Force would willingly return to it if they could see their way to promotion.

Mr. W. B. Leonard, 1st grade Inspector, was born and educated in India and joined the Police in 1864, having previously been employed in Government and Railway Telegraph Offices. After ten years' service, he was appointed 1st grade Inspector and has remained so ever since. He stated that it was desirable to recruit Inspectors from the Head Constable grade, subject to an educational qualification and a test in law and languages, and that as an inducement to men of better education and intelligence than had hitherto been obtained to enter the Department, appointments in the Revenue and Judicial services, as well as superintending appointments in the Police, should be thrown open to Inspectors. He believed that in that case Natives would select the Revenue and Judicial Departments, and the Eurasian and Anglo-Indian Inspectors Police appointments. He considered that the lower grades of Inspectorships should be open for the promotion of Head Constables as an incentive to good work. He stated that the introduction of Gentlemen Inspectors had deprived men of their promotion in the Inspector grade and caused great dissatisfaction in the Force, so that many deserving men had left it. He considered that it took four years to make a good Police officer, and that it was necessary that a Police Officer should have a thorough command of the vernacular. He mentioned that he himself knew four vernacular languages, and had occasionally been employed on special duties, when he had conducted himself to the satisfaction of his superior officers, and had not found it difficult to control large bodies of men; that it had been his ambition to rise to the superintending grade and that he had applied for such promotion, but in answer to his application had been informed that there was no grade in the Madras Police for him, and that on another occasion he had been strongly recommended for an Assistant Superintendentship in Burma. He considered that the refusal of promotion to Native Inspectors had prevented good and intelligent men from entering the Department, and especially that it had prevented Asiatic Natives of intelligence and education from doing so. He asserted that several good officers had left the Force owing to this cause and had risen to such positions in other Departments as showed they were worthy of promotion in the Police. He asserted that the examination prescribed for an Assistant Superintendent was less difficult than that for Inspectors, and he believed that Assistants took on the average from two to three years to pass the examinations prescribed for them.

Mr. H. M. Upshon, a domiciled European, entered the Department in 1873 as 3rd class Inspector, and obtained promotion to the 1st class in 1881. He claimed that the superior appointments in the Police should be open to Statutory Natives. He asserted that there were Statutory Natives in the Madras Presidency sufficiently well educated to undertake the duties of Superintendent and Assistant Superintendent of Police; that gentlemen of this class had attained to leading places in the legal and other professions and had obtained commissions in the army while others were carrying on business in Madras. He complained that an appointment which was formerly open to Inspectors in the Madras City Police was now practically closed to them. He stated that he had officiated as Assistant Commissioner of Police, and that there had never been any complaint that he had failed to perform his duties satisfactorily, nor that his manners were defective, and that he had once been recommended for the post of Superintendent of a Jail. He also stated that he had known very good men leave the Police—men whom he considered qualified to hold the post of Assistant Superintendent—because they could entertain no hope of such promotion.

Lieutenant-Colonel W. H. St. A. Wilton, District Superintendent, who had entered the Police Department in 1865 and had had charge of Ganjam, Vizagapatam, Kurnool, Cuddalore, Nellore and Masulipatam, stated that Assistant Superintendents recruited both from the army and from civilians, had served under him and that in his opinion the officers appointed from the army were decidedly superior. He mentioned that in order to gain admission to the army they had been compelled to pass an examination, that they had then served with Native regiments, and that before they joined the Police they had been compelled to pass in Hindustani unless they had passed the Staff examination in that language, which was an examination equivalent to the present higher standard; and that consequently, they knew more than civilians appointed to the Police of the habits and language of Natives and generally how to deal with Natives. He expressed himself dissatisfied with the present class of Assistant Superintendents; he considered them wanting in education and zeal, and he did not think that they took the same interest in their work as the Military officers did. He advocated a system of nomination followed by competition with a physical test, and thereafter a special course of training. He stated that he should be very glad to see any Inspector who was thoroughly qualified promoted to be an Assistant Superintendent; that he had had several of whom he would only say that he should have liked to have tried them as Assistants, and that these men were of all classes—Statutory Natives as well as men of pure Asiatic parentage. He considered that there was ground for the complaint that superintending officers paid more attention to discipline and control than to supervising the Detective Department; but he explained that formerly Police organization was not so complete as it is now, and that therefore the presence of a European officer was then more urgently required in many cases, and that Inspectors as a class are infinitely more trustworthy and able than they were formerly. He desired to see two Assistants—one a European and the other a Native or Eurasian—in every district. He considered that, to make the Police efficient, what was necessary was more intelligence and fewer numbers. He complained that the Constables were underpaid and that they resorted to the Asiatic method of detecting crime, *viz.*, the practice of encouraging confessions. He admitted that European and Eurasian Inspectors would endeavour to put a stop to such practices, and he thought it undesirable to drive out of the service the ablest officers by reason of the insufficiency of the prospects held out to them to remain in it. He advocated an increase in the pay of First-class Inspectors, and stated that some of the best men had been lost to the Police when the Salt Department was instituted, because in the latter higher pay was provided for Inspectors. He recommended that Inspectorships should be filled generally by direct appointment and partly by the promotion of Head Constables, and he stated that he was now obtaining as Head Constables young men of good education, some of whom had matriculated, and who entered the service as Head Constables in the hope of becoming Inspectors. He was unable to say that he had found Native Inspectors, as a class, good equestrians.

Mr. S. Narayanasami Chetti expressed his opinion that appointments in the higher grades of the Police should be open to Natives, selected from Police Inspectors of proved merit, Deputy Collectors and District Munsifs. He stated that he had personally known some of the Gentlemen Inspectors who had been appointed Assistant Superintendents; that their knowledge of law was poor, and their acquaintance with the habits and language of the people still poorer; and that it was popularly believed that their *munshis* exercised great influence over them. He asserted that many experienced Police Inspectors had been lost to the Department by transfer to Revenue appointments, and he quoted the opinion of an officer, formerly an Inspector of Police, who, he stated, was now holding a high position in the service of Government, to the effect that by throwing open to educated Natives the superintending grades, the services might be secured, at a much less cost, of men of approved merit and quite as competent as the present class of Europeans.

No experienced Magistrates having been produced by the Departmental member for oral examination, the Inspector General was requested to name the District Magistrates whom he considered specially interested in the Police and peculiarly fitted by their experience to give advice upon the subject. Questions were sent to these gentlemen on which they were invited to give their opinions in writing.

Mr. E. Johnson, C.S., District Magistrate of Chingleput, who had thirteen years' experience as a Divisional Magistrate in six different districts, and three-and-a-half years as District Magistrate in three different districts, considered that the present system of recruiting Assistant Superintendents certainly did not secure as good men as could be procured for the service; that now and then a good man was obtained by it, but that it afforded no guarantee whatever that the nominee had the necessary education or ability. He was of opinion that a qualifying test was necessary, and was inclined to approve of the plan proposed by Colonel Porteous to offer appointments to some of the candidates on the Sandhurst or Woolwich list who had obtained high marks, although they had failed of success at those examinations. As to the Assistants obtained under the existing system, he had met some who were efficient and some who were not; of those who were not efficient, some—ordinarily those who had been born in India—lacked energy; others, owing to deficient early education, had found it difficult to acquire the knowledge of the vernaculars and of law, which is indispensable to the efficiency of a policeman. He considered that young men educated in England could become fairly efficient after about two years' training. He was of opinion that young men educated in this country generally had this advantage over men educated in England, that they had a colloquial knowledge of at least one vernacular, but that, on the other hand, they were generally wanting in energy. Admitting that there were exceptions, he did not regard India as a good training ground either from a physical or moral stand-point. He stated that he would appoint Natives to the superintending grades only in exceptional cases, and would ordinarily appoint picked men of the Inspector grade, upon which grade the possibility of such promotion would act as a powerful stimulus to efficiency. He did not apprehend that any difficulty would arise from the appointment of such men, if carefully selected and well tried, either owing to the military or *quasi*-military duties a District Superintendent has to discharge, or to the necessity for keeping the peace between turbulent religious sects; but he would refrain from appointing them to planting districts.

Mr. G. McWatters, C.S., District Magistrate of Salem, who had held Magisterial appointments in seven districts of the Presidency during twenty-three years, considered that the present mode of recruitment certainly did not secure such good men as District Superintendents as could be secured for the service. The Madras Police, he observed, was at its best between 1860 and 1870, when only Staff Corps men were entertained, and since the Military men have been leaving it, the Force has been becoming gradually more inefficient. In his judgment, men should be obtained in England specially trained, partly as Military men and partly as detectives. He thought the Madras Police "terribly wanting" in detective power. As to the Assistant Superintendents obtained under the present system, while admitting that there might be exceptions, he stated that those whom he knew were not the men the Force required; that they were deficient in enforcing discipline and in detective ability, and that some of them did not know anything about law or the vernacular of their district, and he denounced the present examinations as a mere show. He considered that it took young men educated in England at least three years to become fairly efficient Police officers, though much depended upon the nature of the education which they had received. While admitting that young men educated in India generally knew the vernaculars better to start with, he thought them, as a rule, wanting in every quality that tended to make a smart soldier or detective. With regard to the appointment of Natives to the superintending grades, he stated that he knew no Native who would make a good Assistant Superintendent, but that if a really good man was found, he should be encouraged and tried. Even with an English recruitment, he would not have so hard-and-fast a rule as to shut out real ability. He admitted that this might leave a loophole for jobbery, but he thought that the risk of this should be run as the exceptions would be rare. He was of opinion that Inspectors should be appointed by the Inspector General on the recommendation of District Superintendents and the Deputy Inspector-General, and that the Government should not interfere in the matter.

Mr. J. Lee-Warner, C.S., District Magistrate of Tinnevelly, who had held full powers of a Magistrate since 1867, and had served in many districts, regarded the present mode of recruitment as being as bad in theory as it had proved to be in some instances in practical working. He was of opinion that European recruits for the superintending grades should be obtained by open competition at home as for other services; that with certain exceptions the Assistant Superintendents, who could be obtained under the present system of recruitment, would not set proper value on appointments which they had obtained by no effort of their own; that they were often young men who had failed in everything they had put their hand to at home, and that it was not in the nature of things that they should regard Police or any other work in this country in its proper light. Without specifying the particulars in which they showed their inefficiency, it might, he thought, be inferred from what he had said that work done under such conditions was not their best, and that their best was not so good as could be got under a different system of recruitment. In his experience it took young men educated in England about three years from the date of their arrival in India to become fairly efficient and able to work independently. He considered that young men educated in this country possessed no advantage in any respect, physical, moral, or educational, and that an educated Englishman of sufficient ability to pass a competitive examination without books at home could, under proper guidance, acquire the language and acquaintance with the customs of the country sufficient for all the practical purposes of his work in two or three years, and that he started from a higher level than a young man educated in this country could possibly attain even after he had become accustomed to power. He expressed his opinion that as soon as the supply of sufficiently good men could be had, Natives should be appointed ordinarily to the office of Assistant Superintendent; but he did not advocate their appointment at present to the grade of Superintendent until for a certain time they had been tried as Assistant Superintendents. With regard to the difficulties which it was suggested were likely to attend the appointment of Natives owing to the military duties which District Superintendents have to discharge, to the necessity for keeping the peace between turbulent religious sects, and to the presence in certain districts of non-official Europeans, he observed that if Inspectors could teach drill, Native District Superintendents, when any were appointed, could have no difficulty in mastering the science; that as a matter of fact, some Native gentlemen have a natural taste for soldiering, and that

Native officers, when they are given the authority and have confidence that they will be supported, have shown tact, courage, and ability in dealing with religious and other riots. He saw no reason to suppose that a Native once appointed as Assistant Superintendent would not be equal to most occasions. He observed that religion sat rather loosely on the educated Native of the present day, and that it was not his experience that non-official Europeans despised the lawful authority of Natives in office to such an extent as to make it a reason for not appointing Natives to the higher offices of the Police. If Natives were appointed to these offices, he would not confine the selection to Inspectors, but would recruit also from the Detective Department of the Salt and Abkari and from Sub-Magistrates, some of whom he considered were better detectives than judges. To ascertain whether the candidates possessed physical power, mental energy and unsullied reputation, he recommended that reference should be made to District Officers, and that from the candidates reported to be possessed of these qualities, selection should be made by an examination to test their knowledge of their duties as policemen. He expressed himself as not averse to the promotion of Inspectors to Assistant Superintendentships when they were possessed of the qualities he had mentioned.

Mr. H. M. Winterbotham, c.s., District Magistrate of Bellary, who had served in several districts as Magistrate and in one as Sessions Judge, considered that competition would, as a general rule, be preferable to the present method of appointing Assistant Superintendents; but that it was instructive to observe the two systems working side by side, and he stated that he would regret at present to see "this interesting remnant of the days of patronage" disturbed. He stated that he had known about twelve Assistant Superintendents more or less intimately, and that as a body they certainly deserved to be called efficient. He thought it would take a steady, hard-working man, who possessed no knowledge of the vernacular when appointed, about eighteen months to become an efficient officer, and that most of the young men he had known had become fairly efficient in about two years. He stated that young Europeans educated in the Madras Presidency had generally a fair colloquial knowledge of Tamil and Kanarese (doubtless a great advantage), but that they were by general opinion apt to be weedy and wanting in stamina. With regard to the appointment of Natives to the superintending grades, he said that he would not advocate it, but neither would he advocate their appointment to the higher grades of the Magistracy to the displacement of Europeans for some time to come. He admitted that his opinion was therefore heterodox, but that if a Native was fit to be Assistant and District Magistrate, he thought that he was certainly fit to be Assistant and District Superintendent of Police, and he did not doubt that out of thirty millions, there might be many Natives physically and mentally fit to hold any post. He considered that the objections to the appointment of Natives to the superior offices in the Police owing to the *quasi*-Military duties of a Superintendent, the frequent occurrence of religious riots, and the presence in certain districts of non-official Europeans, were weighty.

If Natives were to be appointed to the superintending grades, he would not prohibit the promotion of Inspectors, but would allow merit to rise from the ranks as was now the case in the British Army, and he thought that this opportunity of rising would immensely enhance the attractiveness of service in the Police. He expressed himself, however, as being averse to restricting these appointments to Inspectors. Selection by competition from among a number of nominees he considered to be theoretically the most hopeful plan for obtaining Natives with the qualities requisite for service in the superior grades of the Police—men who were upright, truthful, steady, strong, courageous, and intelligent. He strongly deprecated the system recently in force under which raw European lads were allowed to hold posts which would otherwise have been filled by experienced Inspectors. He considered the Police Inspector as indispensable to the Superintendent as the Tahsildar to the Collector, or the Sergeant to the Captain of a Company—that he was the one detective agent in whom the Superintendent and District Magistrate could trust; and he observed that if the Inspector's place were filled by an inexperienced lad fresh from Europe, the poorly-paid Head Constables were the only persons to whom the Magistracy could look for the detection of crime.

Mr. W. Logan, c. s., District Magistrate of Malabar, a Magistrate of twenty-five years' experience, stated that he had seen the work of one domiciled European as Assistant and also for a short time as District Superintendent of Police, and considered him thoroughly efficient. Admitting that he was not very certain how Assistant Superintendents were recruited at present, but believing that the Inspector General was left quite free to select the best men he could procure, and to give them a term of probation, he confessed his inability to see how the mode of recruitment could be improved unless the Inspector General were permitted to go further afield for men. He stated that Assistant Superintendents educated in England varied greatly in quality, but were as a rule efficient, and he thought that with average abilities an Assistant Superintendent educated in England should be fairly efficient within the year. Although he admitted that men educated in this country generally had the advantage of being able to speak with fluency and accuracy one or more Native languages, that advantage was in his judgment generally more than counterbalanced by a certain narrowness and meanness which a boy educated in a good school in England speedily lost. He gave it as his experience that Natives in subordinate capacities very much preferred to be controlled by men educated in England. While confessing himself entirely opposed to the selection of Natives ordinarily for the superintending grades, he would trust the Inspector General of Police and give him free scope to select the best men he could obtain, and if the Inspector General of Police was to be trusted, he would not hesitate to appoint Natives as Assistant District Superintendents whenever they showed the necessary qualifications. As to the suggested difficulties likely to attend the appointment of Natives to the superintending grades, he replied that he saw numerous difficulties in the way of selecting Natives ordinarily for such appointments, because ordinary Natives lacked the

Madras.

Police.

Section I.

moral backbone which was an essential qualification for officers employed in the district administration of the country, but that he could point out some Natives who had in his opinion all the qualities necessary for dealing with the difficulties suggested, *viz.*, the *quasi*-military organization of the Force, religious riots, and the presence in certain districts of unofficial Europeans. As however the Inspector General might form a wrong estimate of a man's character or qualifications, he suggested that the rules of the service should permit of the summary reduction of the officer from the position to which he had been elevated beyond his deserts without its being necessary to give absolutely precise proof that the estimate of his character had been erroneous. He considered that nothing would conduce more to general efficiency than the relaxation of the rules regarding the right to appeal from a sentence of dismissal or reduction. He stated that he had known men whom district officers had considered, for reasons which could not well be committed to paper, utterly worthless, reinstated or allowed to continue in their appointments, simply because a sufficient case could not be made out against them on paper. Admitting that he had travelled out of the strict limits of the question in bringing this point forward, he maintained that it had more to do with efficiency in all the Departments of the public service than any system of selection that had hitherto been tried. He stated that he saw no objection to the appointment of Inspectors to the higher grades if they desired it, but that he would give to the Inspector General absolute freedom of choice in the appointment of Assistant Superintendents. He attached little weight to examinations as a test of fitness for these appointments. He thought that the present rules for the recruitment of Inspectors worked sufficiently well.

Mr. W. H. Glenny, C. S., District Magistrate of North Arcot, a Magistrate of upwards of twenty years' standing, stated that he had only had experience of one domiciled European Assistant Superintendent, and was compelled to speak most unfavorably of him. He considered his inefficiency the result of an intellect naturally below the average and totally uncultivated. The present mode of recruitment for Assistant Superintendentships did not in his judgment secure as good men as could be obtained for the service, for mere relationship to old officers seemed to be the only qualification, and the system had given the country many bad bargains. He considered there should be a test by examination and a physical test followed by military training, and that appointments should be made directly to Assistant Superintendentships, but on probation. He was of opinion that many of the Assistant Superintendents obtained by the appointment of young men educated in England were inefficient, not because they were educated in England, but owing to lack of education, absence of smartness and physical activity, inability to ride, &c. He believed that a young man educated in England might become fairly efficient in a year or so after his appointment to the Police. With regard to Europeans educated in India, he considered that the possible advantage of a colloquial knowledge of an Indian vernacular was immensely counterbalanced by a want of English manliness, smartness, and moral courage. In actual life, the country-bred boy of English blood was, he thought, always in a position of marked and conscious inferiority when he was among English-bred men of his own race. He expressed himself as entirely opposed to the appointment of Natives to the superintending grades of the Police; the difficulties likely to attend such a course, owing to the *quasi*-military duties which a District Superintendent has to discharge, the necessity for keeping the peace between turbulent religious sects, and the presence in certain districts of non-official Europeans, appeared to him to be insurmountable. The first and second of these difficulties might, he thought, in a rare case be surmounted, but not the third, and if a Native were in fact competent, he would never be credited by either party with freedom from bias. He considered that appointments in the superintending grades should be strictly reserved for English-bred—he would not say English-born—Englishmen, including, of course, Scotch and Irish; and he would close the door absolutely against Inspectors, unless they came within this category and were gentlemen by birth, education, and breeding. He would make the promotion of Inspectors quite as rare as is promotion from the non-commissioned grades in the army.

Mr. H. G. Turner, C. S., District Magistrate of Vizagapatam, stated that he had been associated with the Police during the greater part of his service of 23 years, except six years spent by him in the Post Office, that he was himself in the Force for a year and a half, and had, as Sessions Judge, had their work constantly before him, and was familiar with the work of all classes. He added that his name was under consideration for the post of Inspector General a few years ago. Mr. Turner stated that he has known one or two domiciled Europeans, that they were not absolutely inefficient, but were wanting in one or other of the following characteristics—veracity, energy, pureness of morals and of conduct with Natives in pecuniary transactions, intellectual capacity, and education. He declared that he did not know precisely how Assistant Superintendents were selected, but that the more the selection was confined to the English public school youth, the better the result would be. He considered that young men educated in England form the best material procurable for Assistant Superintendents. No better man, he observed, than a youth with decent home influences and of public school education, can be had for the Police. He thought that it would be an advantage if gentlemen intended for the Indian Police were, before they come to India, attached as officers to the constabulary in England, or to a regiment. He stated that men selected from the Madras Army by Sir William Robinson were a very excellent class of officers, and formed the Force into what it now is. By attaching the public school youth after selection in any convenient way to

Madras.

Police.

Section I.

a regiment, practically the same class would be obtained as Sir William Robinson had procured, than which nothing could be better. He considered that a young man fresh from England with a fair education, good understanding, and of active habits, would become efficient in a fortnight; although he would have to go through a little office work before he assumed charge of a division. "Every week," he writes, "I read reports from four Police officers in this district, and it is always from the youngest I get the best information; he is green but he is fresh, and his diaries are equally refreshing. There is no doubt about his efficiency; the way he rides and inspects and drills and instructs and admonishes his men is surprising. There is nothing of importance that he cannot learn in a very short space of time. True he does not know the language, but after all that is a small matter. Clive could never speak a word of Hindustani. Moreover, now-a-days, there is always an English-speaking Constable or Inspector handy." He was of opinion that young men educated in this country did not possess any advantage except a knowledge of the language, on which he set little store; and that in every other point of view they were distinctly inferior. He was decidedly opposed to the appointment of Natives to the superintending grades of the Police, except that he would admit Native Inspectors of exceptional merit to the rank of Honorary Assistant Superintendent, and he declared that he could not conceive any District Magistrate with a sense of his responsibility for the peace of the district ever listening to such a proposition. He asserted that he was no fanatical opposer of the advance of Asiatics to a share in the administration of the country; that he was quite ready to admit their claims to many appointments now occupied by Civil Servants of every denomination; that as Judges, Collectors if disassociated from District Magistrates, as educational officers, selected men from the Native ranks would do well. But he considered they would never be fit for Superintendents or Assistant Superintendents until the whole system of administration is changed from English to Native lines. He expressed his conviction that Natives would themselves reply, if the question were addressed to them, that they would prefer to be governed by an English, rather than a Native, Superintendent, and that the poorer classes, who were aware of the personal character and private habits of Native Inspectors, would be the most strongly opposed to them. Hence he inferred that the chief objection to the appointment of Natives to these offices was that they would abuse the power placed in their hands. He asserted that every class from the Brahman to the Pariah would fear a Native Superintendent, that the whole country side would become a mass of intrigue "till some one more plucky or more reckless than his fellows would stab him, and there would be an end to the experiment." He considered it beyond question that a Native Superintendent could not put down with justice and moderation an outbreak among the Hill tribes or among turbulent religious sects, and that he could not support the dignity of the law in conflict with non-official Europeans, inasmuch as Natives have not the character, power of control and judgment or knowledge necessary for such work. He admitted that Natives were excellent when led and directed, but he protested against the reduction to practice of untried theory, and considered it time to remonstrate when "the peace of millions of men was in jeopardy." He desired that it should be remembered that we were only just substituting the Police for the Military; that order had hitherto been kept by sepoys led by English officers; and that we were now proposing to keep the peace with a number of constables and one or two English officers, in itself a change involving risk; and he thus concluded his note—"Perhaps people think that an Indian District is so orderly that peace keeps itself. I have never yet heard of any country where it is not necessary to have force at hand as the ultimate arbitrator, and I often wonder whether the withdrawal of regiments and the substitution for them of the constabulary is altogether safe. It seems to be nothing but a great piece of unwisdom to further handicap our position and our power to keep the peace by placing above a thousand armed men at the command of a Native official. If he is inefficient, the proposal is self-condemned; if efficient and capable of acquiring command over the men, are we not playing with edged tools?"

Mr. J. G. Horsfall, c. s., District Magistrate of Ganjam, who had since 1864 held various Magisterial offices as well as the office of Judge, stated that, so far as he knew, the present system of recruiting the superintending grades had worked well, and that he had no change to propose. He considered the Assistant Superintendents obtained by the appointment of young men educated in England efficient, but would make the period of probation as Inspectors longer and the pass examination a good deal more strict, especially in the language of the district in which they have to serve. He estimated the period required by such officers to attain efficiency at two years, though he admitted that many had become efficient in a shorter time. Admitting that men educated in this country had the advantage of greater fluency in a vernacular, he considered that this advantage did not counterbalance their inferiority in other respects. He stated that he did not recommend that Natives should ordinarily be appointed Assistant Superintendents or District Superintendents, but that in exceptional cases of approved probity, long service, and acknowledged ability, such appointments might be made, and that they would prove powerful incentives to Native Inspectors. In a district like Ganjam, where there were turbulent tribes, he regarded it as unsafe to appoint Natives as Superintendents, but he thought that, so far as the Madras Presidency was concerned, there was no difficulty likely to attend the appointment of Natives to such offices owing to the necessity for keeping the peace between turbulent religious sects, or the presence in certain districts of non-official Europeans. He considered that probationary service as an Inspector should be the invariable rule for admission to the higher grades. He stated that he would allow promotion from the lower grades to that of Inspector.

MADRAS.

Police.

Section II.—Note by the Departmental Member, &c.

Madras.

Police.

Section II.

From H. E. STOKES, Esq., Acting Chief Secretary to Government, to the President, Sub-Committee, Public Service Commission, dated Ootacamund, 29th April 1887.

With reference to Mr. Daukes' letter, No. 165, dated 17th March 1887, I am directed to forward to you copies of two letters* from the Inspector-General of Police containing the information required regarding the Police Department in this Presidency.

2. With regard to the concluding portion of the Inspector-General's second letter, I am to observe that the remarks therein quoted from Sir William Robinson (by whom the department was organized on its present footing) were made twenty years ago at a time when the force was comparatively new, and in some districts hardly organized, and when military superintendence was available and considered essential. The Governor in Council is now willing to try the experiment of promoting a few Native Inspectors of tried physical activity, patience and firmness, courage and integrity, to the Assistant Superintendent grade. This procedure, I am to add, will not entail any fresh legislation or alteration of rules, inasmuch as the higher posts in the department are even now theoretically open to Natives.

---

[*] No. 1570, dated 31st March 1887.
No. 1806, dated 15th April 1887.

ANNEXURE.

From Colonel T. K. GUTHRIE, Inspector-General of Police, to the Chief Secretary to Government, dated Madras, 31st March 1887, No. 1570.

In compliance with endorsement, No. 427, Proceedings, Public, dated 25th March 1887, on letter, No. 165, from the Secretary to the Public Service Commission, I have the honor to report as follows on the different heads under which particulars are called for. I understand that the particulars required relate only to the higher grades or gazetted appointments in the Police Department.

1. There are no regulations as to admission to, or promotion in, the various grades and ranks; the principles on which first appointments are made are that the officer must be a European and of such birth and education as to qualify him to be received in general society. These appointments are made by His Excellency the Governor in Council on the recommendation of the Inspector-General from gentlemen who have been already appointed on the nomination of His Excellency the Governor to the Inspector's grade.

The only exception is to the appointment of Assistant Commissioner of Madras City Police, this appointment being held by a Native on promotion from non-gazetted grades.

Promotions are also made by His Excellency the Governor in Council on the recommendation of the Inspector-General and, as a rule, are made according to seniority.

2. The pay of the different grades is given in the annexed statement. Conditions in regard to pension and furlough are those of the general uncovenanted service.

3. There are no technical requirements. Professional attainments necessary are a knowledge of the vernacular language of the district, of criminal law and procedure in its various branches, and of departmental rules and practice.

These are tested by examination before an officer is confirmed in his appointment. Other qualifications which are essential for efficient service in the higher grades of the Police are energy, both mental and physical, firmness, a capacity for bodily fatigue and work under difficulties and in ill-health, common sense combined with the strictest truthfulness, and integrity and ability to command and earn respect.

4. Candidates for employment in the gazetted ranks of the Police are usually the sons of English gentlemen. In them the qualities enumerated in the last paragraph may usually be expected and are certainly found to a much greater degree than in any other class of the community. The fact that other classes do not to any extent possess these qualifications is the reason why the higher grades are not thrown open to them.

From Colonel C. A. PORTEOUS, Acting Inspector-General of Police, to the Chief Secretary to Government, dated Madras, 15th April 1887, No. 1806.

I have the honor to furnish the supplemental information called for in reference No. 1450, dated 4th instant, Public Department.

1. There are (6) six classes of Inspectors with pay ranging from Rs. 40 to Rs. 200 per mensem, particulars as noted below:—

Police Inspectors.

	RS.
Sixth class	40
Fifth do.	50
Fourth do.	75
Third do.	100
Second do.	150
First do.	200

Appointment of Inspectors.

Probation.

Confirmation.

Tests.

2. Inspectors are appointed by the Inspector-General of Police on the recommendation of Superintendents.

They are entertained on probation, confirmation in their appointments being subject to their passing a standard test in law and departmental duties. In the case of European and Eurasian Inspectors, a lingual test is also required.

Position of Police Inspectors.

3. The position of a Police Inspector is on a par with that of a Tahsildar; care has therefore always been taken to entertain in, and promote to, this grade Natives of respectable family and fair literary attainments.

Many promotions to Inspector have proved a success.

4. Many promotions to the grade of Inspector have been made, with marked success, from the lower grade of Head Constable. Such men, from their long service, experience and thorough knowledge of the details of their duties, often make very good Inspectors, and many officers prefer them to raw and inexperienced youths.

Inspectors principally Natives.

Number of European and Eurasian Inspectors comparatively small.

5. Most of the Police Inspectors of this presidency are Natives, and they are to be found in every class, from the highest (Rs. 200 per mensem) to the lowest (Rs. 40 per mensem).

The number of European and Eurasian Inspectors is comparatively small, many of the former being old soldiers employed in charge of towns, reserves and stores.

For (10) ten years only military officers entertained as Superintendents and Assistant Superintendents.

First appointment of young gentlemen other than military officers to grade of Assistant Superintendent.

6. For about (10) ten years after the organization by Mr. (afterwards Sir William) Robinson, of the present Madras Police force, only military officers were entertained for the grades of Superintendent and Assistant Superintendent of Police; but when the services of military officers were no longer (1869) available, recourse had to be had to other means to recruit for the grade of Assistant Superintendent. Young gentlemen of good social position and fair education were then appointed * as Acting Assistant Superintendents, either without any permanent appointment in the Police or with the substantive rank of Inspectors. This system continued, with but a few exceptions, up to 1878, since which date all officers (with only one † exception) have joined the Police as Inspectors.

* 1868-69.

† Mr. Jones—appointed Assistant Superintendent, 1879.

"Gentlemen Inspectors."

7. The grade of "Gentlemen Inspector," that is, a young gentleman appointed to the Police as an Inspector, but looking forward to an Assistant Superintendentship, became a recognized fact in 1880.

Appointment of Gentlemen Inspectors.

The appointment of all Gentlemen Inspectors (generally in the 1st or 2nd class) rests exclusively with His Excellency the Governor.

Promotion of Inspectors.

8. There are of course many cases in which the greater ability, the superior attainments and better work of a Junior Inspector have been rewarded by promotion over his seniors, but, as a rule, promotion among Inspectors proceeds by seniority, combined with efficiency and good conduct.

Pay, pension and furlough rules of Inspectors.

9. In regard to pay, pension and furlough, Police Inspectors came under the "Uncovenanted Civil Service Rules."

Physical requirements of really good Inspectors.

10. To be really efficient Police officers, Inspectors should be of good physique, active habits, patient but firm character, cool and collected under difficulties and thoroughly upright and reliable in all they say and do.

Technical requirements.

The technical requirements are a fair knowledge of law, including the Penal Code, the Criminal Procedure Code, the Evidence Act, and some of the more important special and local laws, knowledge of company drill, firing exercise, &c., and a thorough knowledge of the vernacular and of their departmental duties as laid down principally in "Police Orders."

All classes of the community come forward for employment as Police Inspectors.

11. Members of respectable families of nearly all classes of the community—Europeans, Eurasians, Brahmins, Kshatrayyas, Vaisyas, Sudras, and Mahomedans seek employment as Inspectors in the Police, and several of each of the above classes and castes are to be found in our ranks.

Natives make good Police Inspectors.

Letter No. 1996, General Department, dated 5th November 1867, from Mr. Robinson, Inspector-General of Police, to Hon. R. Ellis, C.B., Chief Secretary to Government.

12. From their knowledge of the language, character, habits and customs of their fellow-countrymen Natives make admirable Inspectors of Police, and many of them good detectives. But I respectfully venture to remark that I cannot think they will be a success in the superior grades of Superintendent and Assistant Superintendent, and on this point I beg to quote the following from a letter written in 1867 by Mr. Robinson, then Inspector-General of Police, to the Chief Secretary to Government:—

"With regard to Natives they are most useful and intelligent subordinates under efficient and respected European officers. They necessarily fill the great majority of all Police appointments in the presidency save those of District and Assistant Superintendents. For these posts the classes of Natives in this presidency who qualify for civil employment are wholly unsuited. They are deficient in those habits of discipline and command which are essential to the maintenance of an organized force. They are wanting in self-reliance, resource and pluck to meet emergencies, nor do they possess the strong will and determined energy and persistence which are indispensable for the constant and irksome work of personal inspection over a wide area, without which a Police force languishes and falls into confusion and grave and organized crime cannot be dealt with. They will perform this work under stimulus from others, but it is distasteful to their dispositions and habits, and if left to themselves they invariably neglect it. When the country is wild and inaccessible, they can scarcely be got to do it even under constant pressure and with the praiseworthy example of their European officers before them. To this may be added the grave risk of want of integrity in a post of exceptional temptation and of want of confidence and assurance on the part of the district magistracy and people. As regards the force itself, the existence of caste feelings and other local influences weaken the confidence of subordinates in the impartiality of such superior officers. It is essential, to efficient Police working, that the closest relation should be maintained with the European covenanted magistracy. This cannot be attained without the existence of complete social equality, which must be wanting in the case of Uncovenanted European and Native agency were such substituted for the commissioned officers of Her Majesty's service who now occupy the confidential posts of Superintendent and Assistant Superintendent of Police."

I trust that I may be excused for this lengthy quotation on the ground of its importance and the strong bearing which it has on the point under consideration, as well as on account of the valuable authority on Police matters from whom it emanated.

Existing organization and constitution of the Madras Police Department.

1	2	3	4						
Department.*	Total number of gazetted appointments or of appointments not being purely clerical of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY—						
			1	2	3	4 Natives of India.			
			Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
Police... ...	49 Gazetted ...	1 Inspector-General, Rs. 2,500.	1	...	...	...	...	...	...
		1 Comissioner of Police, Rs. 1,500.	1	...	...	...	...	...	...
		2 Deputy Inspectors-General, Rs. 1,200.	2	...	...	...	...	...	...
		1 Assistant Inspector-General, Rs. 900.	1	...	...	...	...	...	...
		*2 Superintendents, 1st grade, Rs. 1,000.	2	...	...	...	...	...	...
		*7 Superintendents, 2nd grade, Rs. 800.	7	...	...	...	...	...	...
		*13 Superintendents, 3rd grade, Rs. 700.	12	1	...	...	...	...	...
		1 Deputy Commissioner, Rs. 750.	1	...	...	...	...	...	...
		*1 Assistant Superintendent, Rs. 600.	1	...	...	...	...	...	...
		*19 Assistant Superintendents, Rs. 350 to Rs. 500.	15	4	...	...	...	...	...
		1 Assistant Commissioner, Rs. 350 to Rs. 400.	...	...	...	1	...	...	1
	180 † Not Gazetted.	3 Chief and Special Inspectors, at Rs. 300.	...	2	...	1	1	...	2
		39 1st-class Inspectors, Rs. 200.	2	6	2	22	6	1	29
		57 2nd-class Inspectors, Rs. 150.	10	9	10	23	5	...	28
		80 3rd-class Inspectors, Rs. 100.	2	16	16	39	6	1	46
		Total	57	38	28	86	18	2	106

* See note on page 129.

† There are 238 appointments in the grades of Inspectors, the salaries of which range from Rs. 40 to Rs. 75 per mensem.

Note by the Departmental Member.

Service in the Madras Police from its organization up to the present date, from the grade of Assistant Superintendent to that of Inspector-General, extending over a period of 29¼ years, has afforded me some opportunities of becoming acquainted with the different classes of Police officers.

I have had no experience of Natives (by the term "Natives" meaning Europeans domiciled in India and Eurasians as well as pure Asiatics) as District and Assistant Superintendents, these appointments in this Presidency never having been held by Natives, but having always been filled by English gentlemen.

I do not consider that the present mode of recruitment for Assistant Superintendentships secures nearly as good men as could be obtained for the service.

Before suggesting any change in the mode of appointing Assistant Superintendents, it may be as well for me to state how these appointments have hitherto been, and are now, made.

The Madras Police was organized in 1859-60 by Mr. (after Sir William) Robinson on the model of the constabulary in Great Britain and Ireland, and the appointments of Superintendent and Assistant Superintendents were at first confined entirely to officers of the Army. Mr. Robinson, although himself a civilian, was always most strongly in favor of military officers for the appointments of Superintendent and Assistant Superintendents. He attached great weight to the high tone of honor inseparable from a position in Her Majesty's Services, the habits of command and self-reliance, of discipline and obedience to duty which are engrained upon individual character by a course of military training and experience, and the indisputable social position which Her Majesty's Commission bestows in relation to the magistracy and people.

Mr. Robinson argued, and rightly so, and his argument holds as good to-day as it did 20 years ago, that there are lowering influences inseparable from the profession of a policeman, which, in the interest of society and the State, must be counteracted by the use of every means for maintaining the tone, spirit and status of a service which is second to none in its influence on the well-being of the country. Every measure which tends to weaken the esteem and confidence of the magistracy and people removes a guarantee for fair integrity and efficiency.

The supply of military officers for the Madras Police lasted about ten years (1859-1869), and then suddenly came to an end as officers could not be spared from the Army.

When military officers were no longer (1869) available, recourse had to be had to other means to recruit for the grade of Assistant Superintendent. Young gentlemen of good social position and fair education were then appointed (in India) as Acting Assistant Superintendent without any permanent appointment or with the substantive rank of Inspector. The result of appointing officers to the service without any permanent appointment was that such officers were grievously affected by the Uncovenanted Civil Service leave and pension rules which do not recognise any acting term of office; the consequence was that, more than 15 years after their appointments, in order to give these officers (12) a permanent footing in the department, they had to be provided with substantive appointments as Head Constables ! ! in order to permit them to count their acting term towards pension.

This of course was a result of the casual way recruiting for the grade of Assistant Superintendent of Police took place when the supply of military officers ceased.

Besides the young men described above as having been appointed as Acting Assistant Superintendent, a few young gentlemen who had entered the department as ordinary Inspectors and served for some years as such, came gradually to be promoted to acting Assistant, and afterwards to Assistant Superintendent.

This system with one exception (Mr. Bagshawe appointed as Assistant Superintendent, 1876) continued up to 1878, since which date all officers, again with one exception (Mr. Jones appointed as Assistant Superintendent in 1879), have joined the Police as Inspectors and have been promoted from that grade. From the organization of the Police in 1859-60 up to 1880, the appointing of all Inspectors rested wholly with the Inspector-General of Police, promotion from Inspector to Assistant Superintendent being made by Government on the recommendation of the Inspector-General.

About 1880, however, a change was introduced. Young gentlemen were nominated as Inspectors by His Excellency the Governor and were appointed as such by the Inspector-General, and it came to be understood that only such nominees would thereafter be eligible for promotion to the grade of Assistant Superintendent. There is no record of any such arrangement having been made and no orders limiting the number of nominees, to whom the term "Gentlemen Inspectors" then came to be applied. Under a recent order this term has been altered to "Probationers" and the number of these officers fixed at twelve (12).

The nomination to this grade (Probationers) rests entirely with His Excellency the Governor. Promotions to Acting Assistant Superintendent, the stepping-stone to the higher grades, is now made from the grade of Probationers.

Probationers undergo no qualifying test on nomination or appointment; they are expected to pass in law, Police departmental subjects and the vernacular before being confirmed.

It will thus be seen that Assistant Superintendents have been recruited as follows:—

(i)	From the Army	1859—1869
(ii)	That they were obtained casually from an element available in the country and appointed as Assistant Superintendent with or without substantive appointments as Inspectors	1869—1878
(iii)	That they have been promoted from the grade of Inspector ...	1878—1880
(iv)	And from "Gentlemen Inspectors" or Probationer—nominees of His Excellency the Governor	1880—1887

Appointments to Inspectorships and Probationerships have, with one exception (Mr. Lindsay), been of young men in India.

Although some of the officers who succeeded the military officers have turned out very good Police officers, they cannot as a whole be taken as a success. It was the experience of Mr. Robinson, is, I think, that of most District Magistrates, and certainly is of all Police officers of long standing, that young men with a certain amount of military training make the best officers for the higher grades in an organized and *quasi*-military Department like the Police.

In Great Britain the bulk of the Chief Constables of Counties and Boroughs and Inspecting officers of Constabulary are officers of Her Majesty's Military and Naval services, and if further evidence of the success attending the employment of military officers in the Police were required, there is that of Sir Charles Warren and the London Metropolitan Police, the great improvement in the administration of which has been attributed to the largely increased military element lately introduced into the higher grades.

As, however, young military officers cannot now be obtained for the Police, I would suggest the grade of Assistant Superintendent being recruited from an element as nearly allied as possible to the military.

For every examination for entrance into the Royal Military College, Sandhurst, there are several hundreds of candidates for about 60 or 70 vacancies. It therefore, perhaps, now follows that the first 10 or 12 of those who fail are, to all intents and purposes, quite as good men as those who succeed. I would therefore suggest that appointments to the Indian Police be offered by the Secretary of State for India to the first few men in the list of those who have failed in the above examination. Younger men who would have further chances for the Army would probably not accept such an offer; but I am sure that many of those who would be over age at the next examination and who had been up for their last chance and failed, would be glad to accept a Probationership in the Police.

Then comes the question what to do towards training such young men as accept.

There are the following alternative schemes:—

i. Let them spend their year at the R. M. C., Sandhurst, as they would have been required to do had they passed in for the Army.
ii. Or let them spend six (6) months with the reserve of the Metropolitan Police or the same time with the Irish Constabulary.
iii. Or have them out to India, put them to do duty with a Native Regiment at the Presidency for six months, and make them attend the High and Magistrates' Courts and take notes, &c., of cases, &c.

A *sine quâ non* should be that they should, after arrival in India, remain as Probationers till they passed their examinations in law and in the vernaculars. That the law and vernacular examination should be the same as the first or lowest test laid down for Assistant Magistrates (C.S.); and that the former examination (law) should be passed without the use of books, and not with them as is now the case.

By this or some such definite course efficient young men should be obtained. It would certainly be a better way than the present to recruit for the Police, and would improve the status of the Department which, to a great extent, is looked upon as one of the last refuges for men who have tried and failed in everything else.

Such appointments too would be in accordance with the constitutional maxim alluded to by the Secretary of State for India in his despatch No. 10 (Public), dated 14th October 1880, embodied in Madras G.O., No. 209, dated 15th February 1881.

But if we are to attract to the Police smart young men of fair education who had looked upon making the Army their career, we must give them an equal social position in the Police. At present the social position of an Uncovenanted Superintendent or Assistant Superintendent is nowhere defined and he is entirely left out of the table of precedence. I would therefore suggest that—

All Assistant Superintendents should rank with Lieutenants.
Third and 4th-grade Superintendents as Captains.
First and 2nd-grade Superintendents as Majors.

Another most important point in connection with the Police is the revision of the leave and furlough rules. Police officers come under the Uncovenanted Civil Service Rules for leave and pension, and as these rules are framed entirely to suit the circumstances of Natives (*vide* despatch of the Secretary of State published in *Gazette of India*, 16th February 1872), they should not apply to the higher grades of Superintendents and Assistant Superintendents of the Police in which there are no Natives. They do not apply to some officers of the Educational and Public Works Departments, yet Police officers are recruited from the same or a better class, and have much more arduous duties and have to undergo exposure in all weathers and climates. Young men of the class we hope and look to getting from England will not come and serve in this country if they find their leave rules so bad that they cannot possibly get away to recruit their shattered health, and their pension rules so disproportionate to other services that after having spent more than a quarter of a century on arduous duty in a trying climate they obtain a pension scarcely larger than a banker's clerk at home.

It is therefore absolutely necessary to secure good officers for the Police that the leave and pension rules be revised.

The following leave and pension rules are suggested, and will be found to be just and equitable, and neither more nor less liberal than a hardworking body of officers merit.

I mention this in behalf of the efficiency of the department the status of which wants improvement—

Furlough.

Leave.—1 year after or 8 years' service.
1 do. or 5 years' do. afterwards,
2 years after 13 years' service with,
a maximum of 4 years in whole service.

Sick leave.

Sick leave up to 3 years to be taken three times (instead of twice as now) out of India. The following leave, whether on medical certificate or furlough, to count towards service—

1 year in 15 years' service.
2 years in 20 do.
3 do. in 25 do.

Pension.

Invaliding Pension.—One-third salary (calculated on average salary of previous 3 years) after 15 years, maximum Rs. 3,000, or if under Rs. 10,000 (not 12,000 as now) per annum, Rs. 2,000 per annum. Half salary (calculated on average salary of previous 3 years) after 25 years' service, maximum 5,000, or if under Rs. 10,000 (not 12,000 as now) per annum, Rs. 4,000 per annum.

Optional retiring pension.—Half salary (calculated as above) after 25 years, maximum 5,000, or if under Rs. 10,000 per annum, Rs. 4,000 per annum.

(Signed) C. A. PORTEOUS, Colonel,
Ag. Inspector-General of Police.

Further Note by the Departmental Member.

With reference to the question as to whether Assistant Superintendents obtained by the appointment of young men educated in England have proved efficient, I have to state that only one officer has been appointed as an Assistant Superintendent direct from England and he is decidedly a success. He came into the service with the advantages in favor of which all Inspectors-General have hitherto argued of having had several years' training in a British regiment.

The only Inspector appointed from England is also a decided success, and as a proof that the vernacular can be readily enough acquired by a young Englishman who has never been in the country, I may state that this officer passed in Telugu a few months after he had been in the country.

These are the only two officers appointed direct from England, and I consider that they became fairly efficient in two (2) years. Of course a great deal depends on a young man's earnestness and application to his studies as well as on his capabilities or talent for acquiring a language so utterly foreign to anything to which he has been accustomed; but I should say that in two (2) years' time most young officers educated in England will become efficient or farily efficient Police officers.

The time which the young officers of the present day have taken to pass their examinations is, as asked for, shown in the accompanying statement.

Europeans domiciled in this country possess only one advantage and that is a colloquial knowledge of the vernacular. (It seldom extends beyond this.) But I consider this advantage is counter-balanced by inferiority in other respects. They have not the same strict sense of honor, strict regard for the truth, and the same straightforwardness, independence, energy and "go" of young men educated in an English public school, the best training ground in the world for any profession. The enervating nature of an uncongenial climate seems to enervate them mentally and morally as well as physically.

I do not say that this is the case with all. I think it is the rule, but there are of course notable exceptions.

As for Eurasians, I do not consider that they would do at all well in the higher grades of the Police. They neither carry the weight nor have the influence of a domiciled European or pure Asiatic. In cases of emergency and in posts of danger and difficulty they generally prove weak.

Pure Asiatics.—I do not think that the time has yet arrived for the appointment of these to the offices of Superintendent and Assistant Superintendent. Difficulties would very likely attend their employment as such, owing to the *quasi* military duties which a Superintendent and Assistant Superintendent have to perform. They are deficient in those habits of discipline and command which are essential to the maintenance of an organized force like the Police.

Should any necessity arise for keeping the peace between turbulent religious sects or factions, an Asiatic would find it nearly impossible to act impartially; and in localities where the non-official European predominates, an Asiatic would simply be nowhere.

It is my opinion, and it is the opinion of nearly every Deputy Inspector-General and Superintendent of Police, that there is at present no Native Inspector qualified for promotion to the grade of Assistant Superintendent of Police.

I think that promotion from the grade of Inspector to Assistant Superintendent should be entirely abolished. The Assistant Superintendent's training should be distinct. Putting an officer through the ranks does not teach him his duties for the superior grades.

Under the old system of officering when Inspectors knew that there was no promotion for them beyond the grade of Inspector, they were not discontented; discontent crept in for two reasons—(i) too rapid promotion up to 1st class, and (ii) seeing men of inferior calibre to their former officers put in over them.

First-class Inspectors may say that they have nothing more to look forward to, but men of the ordinary class from which Inspectors spring would not in any department under Government have much more than Rs. 200 per mensem to which to look forward; in fact this is better pay than most of their class would obtain in other departments, except the new Salt Department.

Owing to the arduous nature of their duties and the tax on their health and strength, I would suggest that Inspectors of 20 years' service, the last five of which had been in the 1st class, should receive Rs. 300 per mensem instead of Rs. 200 per mensem.

I do not think that any better class of Natives would offer themselves for the appointments of Superintendent and Assistant than now come to us as Inspectors; in fact the very best class of Natives now offer themselves—relations of the Nabob of the Carnatic as well as Brahmins and Sudras of the best class. The witnesses examined on Thursday stated generally that better classes would apply for the higher grade, but they could not name a single person as so qualified.

I have given my opinion from experience of the past. Knowing them as Inspectors, I do not consider that they will make good officers in the higher grades; but as they have not been tried, it is impossible to give a decided opinion on this point. Any scheme proposed for the employment of Natives in the upper grades of the Police would have to be an experimental one, and would have to be tried continually and on a small scale as it is entirely a revolution of the present system of officering the department.

I certainly think that it would be very much better not to make promotions from the grade of Inspectors to that of Assistant Superintendent; the practice of selecting some Inspectors for promotions and leaving out others is very apt to cause invidiousness, discontent and ill-feeling.

Inspectors should, I consider, be made to understand that they cannot rise also to that grade. If they can better themselves elsewhere, let them go and do so. The market is fairly well stocked and others can always be obtained.

It must be remembered that Mofussil Police work is one in which activity, energy and ability to move rapidly about the country are essentially necessary and, allowing for experience, it is very questionable if the older men of 20 years and upwards are not very much better replaced by younger men with more vitality and go in them.

I think appointments should be made direct to the grade of Assistant Superintendent and never from Inspector.

The very greatest care would have to be taken in choosing candidates. High literary attainments without a good social position are of no use, and the converse position without education holds good. We must have both position and education; in fact nomination and competition candidates should be selected to a considerable number, a certain day fixed for examination and the man (or men according to the number of vacancies which it is intended to fill up) passing best examination should be accepted. The examination should be in Penal Code, Criminal Procedure Code, Evidence Act, Medical Jurisprudence, Police orders and procedure. In order that the subjects for examination should be thoroughly studied, the examination should not take place for a year after nomination.

When a candidate has been selected, he should be required to go through a course of drill with a Native Regiment at the Presidency, attend the High and Magistrates' Courts, &c., for a period of six months before being sent to charge of a sub-division.

Inspectors are appointed by the Inspector-General on the recommendation of District Superintendents or otherwise. They also rise from the grade of Head Constables and Constables. I would make no change, but it should be clearly understood that they cannot rise to the higher grades. The maximum pay being 200 per mensem or after 20 years' service, five of which have been in the 1st class, Rs. 300.

I beg to mention that a statement made here on Thursday that the appointment of Deputy Commissioner, Madras, is reserved for a Staff Corps officer is incorrect, *vide* G.O., No. 159, February 2, 1874.

I invite the earnest attention of the Commissioner to the following minutes on the officering of the Madras Police :—

I. Minute by the Honorable R. S. Ellis, C.B., Chief Secretary to Government—G.O., No. 1015 of July 28, 1870.
II. Letter No. 6081, dated September 29, 1870, from Major C. Hearn, Inspector-General of Police, to the Chief Secretary to Government.
III. Letter No. 18 of January 5, 1876, from Lieutenant-Colonel Hearn, Inspector-General of Police, to the Chief Secretary to Government.

(Signed) C. A. PORTEOUS, Colonel,
Acting Inspector-General.

6th August 1887.

Gentlemen Inspectors.

Names.	Date of Appointment.	Date of passing Law Examination.	Date of passing in Language.	Tests in which they have still to pass.	Date of Appointment as Acting Assistant Superintendent.	Date of Appointment as Assistant Superintendent.
Mr. A. ..	14th Jan. 1879.	18th July 1881.	16th July 1883.	*Nil.*	31st Aug. 1880.	28th Nov. 1884.
Mr. B. ..	11th June 1882.	19th Jan. 1885.	21st Jan. 1884.	*Nil.*	27th May 1883.	12th July 1885.
Mr. C. ..	20th Sept. 1883.	21st July 1884.	19th Jan. 1885.	*Nil.*	14th July 1884.	24th Mar. 1886.
Mr. D. ..	14th Dec. 1881.	....	16th July 1883.	Departmental paper.	29th Nov. 1883.	....
Mr. E. ..	11th Oct. 1882.	....	17th Jan. 1887.	Do. ..	18th Nov. 1883.	....
Mr. F. ..	15th Oct. 1882.	....	21st Jan. 1884.	Do. ..	15th Mar. 1885.	....
Mr. G. ..	6th Sept 1883.	19th July 1886.	18th Jan. 1886.	*Nil.*	4th Aug. 1884.	....
Mr. H. ..	19th Nov. 1883.	....	17th Jan. 1887.	Departmental paper.	8th April 1885.	....
Mr. I. ..	25th May 1883.	....	....	Penal Code, and Departmental paper, and Language Test.	10th April 1884. June 1887.	....
Mr. J. ..	14th Jan. 1885.	....	17th Jan. 1887.	Departmental paper.	8th April 1886.	....
Mr. K. ..	31st Jan. 1885.	19th July 1886.	20th July 1885.	*Nil.*	4th Mar. 1886.	....
Mr. L. ..	5th June 1885.	....	19th July 1886.	Departmental paper.	24th April 1886.	....
Mr. M. ..	5th Aug. 1885.	17th Jan. 1887.	18th Jan. 1886.	*Nil.*	31st Mar. 1886.	....
Mr. N. ..	1st Dec. 1885.	....	19th July 1886.	Penal Code Police Act and Criminal Rules of Practice and Departmental Paper.	7th May 1886.	....
Mr. O. ..	2nd April 1886.	....	....	All	28th Mar. 1887.	....
Mr. P. ..	20th May 1886.	....	....	Departmental paper.	9th Dec. 1886.	....
Mr. Q. ..	13th Oct. 1884.	....	23rd Jan. 1884.	All	3rd May 1887.	....

(Signed) C. A. PORTEOUS, Col.,
Acting Inspector-General of Police.

6th May 1887.

Read the following Memorandum by the Hon. R. S. ELLIS, C.B., Chief Secretary to Government, Fort St. George:—

The time has arrived when it becomes urgent to consider how the Police Force of this Presidency is to be officered.

2. The system under which the Inspector-General of Police has had the selection of his officers from the Indian Army has virtually ceased, and until there is a radical change in the organization of the Armies serving in India, we must look to other sources for the supply of the superior officers of the Police.

3. It may be remarked, and this without any desire to detract from the merits of the Police administration, that, in this power of selecting European officers, the new Police have had very peculiar advantages. Hitherto the Inspector-General of Police has always been able to obtain the services of promising young officers of the Indian Army, thoroughly disciplined, acquainted with at least one vernacular language, and accustomed to deal with the Natives of the country. With this excellent material at hand, he had only to teach these selected officers the special duties required of the Police.

4. The Inspector-General could afford to be severe in the rejection of those officers who showed no special aptitude for acquiring this knowledge, for the officers who failed could, without any injury to their military career, be remanded to their regiments; and it is in no small degree owing to the firmness in rejection displayed by Mr. Robinson that we owe the possession of the best Police in India. And so long as we could, with any certainty, expect to find military officers available for the Police, even if we had to draw upon other Presidencies, it would be unwise to alter a system which has proved so successful.

5. But it is evident that the time has come when we must, at all events until a reorganization of the Army of India takes place—and this is a remote contingency—look to some independent and certain source from which we can obtain the materials for officering our Police.

6. We may either trust to the European community in India to furnish this material, or we must seek to obtain regularly a certain number of qualified young Englishmen direct from England.

7. Although we may occasionally find in India, in the families of our officials, some young men who can be trained for the Police, this source is uncertain, and we run the risk of finding the Police service embarrassed with young men who have either been imperfectly educated in this country, or who have failed in the outset of their careers elsewhere.

8. It seems, therefore, on all grounds best to look the difficulty boldly in the face, and, by constituting the Police into a regular separate service, to endeavour to secure for it well-educated young men drawn from the middle classes in England.

9. It has been suggested that it might be possible to meet the requirements of the Police from officers on half-pay, and from officers who have retired from the Army by the sale of their Commissions.

10. To this proposal it may be objected that officers on half-pay are generally not very young men, that they will have lost the plasticity necessary to acquire the language of the country, to understand the people with whom they must necessarily be brought into close contact, and above all that they are less likely to be satisfied with an Indian career than men who enter upon the service at a much earlier age.

11. The men who leave the Army by the sale of their Commissions are usually men of some fortune who have entered the Army as an occupation or amusement for a few years, or men who by extravagance or other irregularity have been compelled to sell. It does not seem that either of these classes will be likely to furnish in any numbers good Police officers.

12. Reverting to the proposal to import and train from an early age (say twenty-one) young men of tolerably gentle birth, we find at hand a very suggestive system in the Royal Irish Constabulary. The following information regarding this force has been furnished by an officer who was himself a member of that Constabulary.

13. There is in Dublin one depôt for the whole of Ireland. The "Reserve" is stationed there and to this depôt all recruits (officers and men) are sent on first appointment for the purpose of being drilled and, as far as possible, instructed in the duties which will be required of them. The permanent staff consists of a Commandant, Adjutant, Paymaster and Surgeon with the requisite Non-Commissioned officers, (Head Constables, &c.) The depôt is divided into two wings each commanded by a Sub-Inspector attached to the Reserve Force. The strictest military discipline is enforced, and all ranks are broken into habits of implicit obedience to orders, neatness and precision. As vacancies occur in the ranks of the Country Police recruits who have passed their drill and examinations are drafted out, the rule being that no man is ever employed in his native county, or even in the same province of Ireland in which his family are domiciled.

14. Cadets.—The candidates for the appointment of Police Cadet must possess a good physique, sound constitution, be unmarried, and be under thirty years. (In India the age should not be more than twenty-one).

15. On being nominated each candidate has to pass a preliminary examination; should the result prove satisfactory the Cadet, on his nomination being confirmed by the Lord Lieutenant of Ireland, is ordered to the depôt, but before entering on his course of instruction some person on his behalf must become answerable that such Cadet, in addition to his regulated pay, shall receive an allowance of 50*l.* per annum until his appointment to the office of Sub-Inspector, and 25*l.* or a half-year's allowance has to be paid in advance into the hands of the Depôt Paymaster.

16. The Cadet is borne on the strength of the Reserve as a Constable, but is allowed to occupy the quarters, wear the undress uniform, and perform the duties of an officer.

17. Cadets are appointed to the rank of Sub-Inspector as vacancies offer according to their standing, proficiency, and conduct.

18. Being only in a state of probation they are not considered as permanently attached to the force until they attain the rank of Sub-Inspector, and they are given distinctly to understand that if in the interim the Government should be pleased to dispense with their services, in consequence either of unfavorable reports received of their conduct or proficiency while at the depôt, or of their character or position previous to joining, they are not to expect or receive any reason for their removal from the establishment, on which account it is not made obligatory on a Cadet to purchase uniform or to incur any other expense consequent on his belonging to the Force.

19. The Cadets live in Barracks and have a mess. No Sub-Inspector is returned by the Commandant as fit to join the Country Force until upon examination he has proved himself well-acquainted with his drill, with the standing rules and regulations of the Force both in the Executive and Financial Departments, and with his powers as a Peace officer. He is instructed in all these matters at the depôt, and prepares all reports, returns, &c., which will be required of him as a Sub-Inspector.

20. The Adjutant, who is the Chief Assistant to the Commissioner, frequently assembles the young officers, Head Constables, &c., and others in the orderly-room, examines and instructs them on all subjects connected with their duties, and inspects all the Cadets' reports and returns before declaring him as "fit." A schoolmaster is also attached to the depôt for the instruction of the men.

21. Without adopting all the regulations of the Irish Constabulary, it seems under the present circumstances desirable that we should import and train young Englishmen for our Police upon a somewhat similar system.

22. Having ascertained from the Inspector-General of Police the number of vacancies which on an average occur every year, it may be determined, allowing a margin for failures and casualties, how many Police Cadetships should be given by the Secretary of State in each year. These appointments should be, as are Chaplaincies, in the direct gift of the Secretary of State, subject to the conditions that the nominees are not less than eighteen or more than twenty-one years of age, are of robust physical constitution, and are able to pass such an examination as will prove them to be intelligent, and to have received the education of a gentleman.

23. I would deprecate the assignment of Cadetships by competitive examination. I believe it to be of the greatest consequence that our Police officers should be gentlemen by birth, and that they should be of robust constitution, and I venture to think that these two qualities will be best secured by nomination and a sufficiently strict entrance examination. I may venture in a confidential communication to state an opinion that, however successful in other respects, the competition system fails somewhat in securing men of good physique and of good birth and its concomitant advantages.

24. The Police Cadets should have their passage paid, and draw on arrival 250 rupees per mensem.

25. For *two years* they would be considered on probation, and it might be required that a sum equal to the cost of passage to England should be lodged with the Secretary of State by the relatives of each nominee before he leaves England. At the end of two years, if they have passed successfully through the training necessary to qualify them for the post of Assistant Superintendent of Police, they would cease to be on probation, and would as vacancies occurred be appointed to the grade of Assistant Superintendent.

26. They should, as regards privilege leave, furlough, and pension, be on the same footing as the rest of the Uncovenanted Service, whose position is now very good in all these respects.

27. As regards their training I think that to qualify them for command, and to promote a certain *esprit de corps*, the Cadets should be trained *together* at the Presidency under the Commissioner of Police, aided by an Adjutant or Deputy who should always be a military officer. They should wear uniform, live in quarters, and be subjected to tolerably strict discipline.

28. They should have a comfortable but not extravagant mess, and their expenses be carefully limited, it being carefully impressed upon them that extravagance and indebtedness will disqualify them for service in the Police.

29. In addition to the Cadets a certain number of Constables might receive final training as Inspectors under the direction of the Commissioner of Police, assisted by his Adjutant.

30. In this manner the training and teaching power required for the Cadets would be largely utilized, and the Cadets would acquire a knowledge of a certain number of Inspectors whom they would afterwards meet in the districts.

31. If a steady supply of young officers is secured, it might be possible to limit the duties of the Deputy Inspector-General solely to inspection. At present, owing to sickness of Superintendents and other causes, the Deputy Inspectors-General are frequently obliged to take charge of districts.

32. If confined to the duty of inspecting and reporting, a reduction may be possible in the present number of Deputy Inspectors-General, and any saving under this head be applied to meet the expenses of training the Police Cadets and Inspectors.

33. I am aware that objection may be raised on the ground of the temptation to which the young men will be exposed by remaining at the Presidency Town; but I do not see that this is an insuperable difficulty. If the Commissioner of Police has, as his Assistant in the management of the Cadets, a smart military officer, if the Cadets are required to be present at mess at meal times, if their time is fully occupied by drill and studies and by tolerably frequent examination, I see no reason why they should not pass through their time of probation unscathed. I do not see that they would be exposed to more temptation than young military officers, or officers studying at the Engineering College. A premium upon industry may be afforded by shortening, in the case of proved capacity, the time of probation.

34. It may also be desirable, in case this scheme is introduced, to re-organize the office of the Commissioner of Police. I believe both Major Hearn and Major Drever would advocate the abolition of the present system under which two highly-paid Deputy Commissioners of Police perform, to the great delay of business and inconvenience to the public of Madras, the work which is performed in the provinces by a Head or Deputy Constable. But these are matters of detail requiring special knowledge which can be obtained from Mr. Robinson and Majors Hearn and Drever.

35. All that I would submit is that the assumed danger of the degeneracy of our Police from our being unable to obtain officers from the Army is more imaginary than real; that it is perfectly possible to train here in India the officers we require; that they would be drawn from the same class as the officers of the India Army; and that at a reasonable cost they can acquire the greater part, if not the whole, of the actual military knowledge required for Police command. We lose, it is true, the advantage of being able to remand men, who do not show special aptitude for Police duties, to their Regiments. This was no doubt a great convenience, but the loss of this convenience may be supplied by a preserving and patient method of instruction. Most young Englishmen of good physical constitution, who have received the education of gentlemen, can, with patience and systematic well-devised instruction, be trained for Police duties, and it must be remembered that failure will be much more serious in its consequences to them than it has been to young military officers who could revert from the Police to their Regiments, and that this will be a very strong incentive to them to qualify for the career to which they have devoted themselves.

36. I have little doubt that if the principle above advocated is adopted by the Government, and if they resolve to train their own Police officers, a scheme, perhaps somewhat different from that

detailed above, but perfectly practicable and not very costly, could be prepared by Mr. Robinson, aided by Majors Hearn and Drever.

37. It is evident that some resolution on this important subject must speedily be taken by the Government. It is better to face the difficulty now and deliberately make a reasonable and probably successful experiment than to wait for a re-organization of the Army, which may be indefinitely postponed, and to trust to the waifs and strays of our European society to fill the Police vacancies which will be necessarily numerous.

38. If the Native Army is re-organized on a system which will admit of it, and if we have not succeeded in training our own Police officers, we can revert to the former system under which we obtained smart young military officers for our Police commands. The supply of Police Cadets from England will cease, and any establishment connected with the Cadet Depôt will be broken up. We shall, however, I trust have succeeded in producing well-qualified Police officers, and it may then be a question whether it will not be desirable to maintain a system which would keep the Police independent of the vicissitudes of the Indian Army.

No. 98. ORDER THEREON, 28th July 1870, No. 1015.

Before passing orders on the foregoing paper, which has been submitted to Government by the Chief Secretary, on the subject of the supply and training of officers for the Madras Constabulary, His Excellency the Governor in Council resolves to refer the memorandum to the Inspector-General of Police, for an expression of his opinion on the scheme proposed.

2. Major Hearn will also inform the Government what number of Police Cadets ought to be sent out annually in order to make adequate provision for probable vacancies, and how and where they can best be trained for their duties.

From Major C. S. HEARN, Inspector-General of Police, to the Chief Secretary to Government, Fort St. George, dated Madura, 29th September 1870, No. 6081.

With reference to G.O., No. 1015, of 28th July 1870, I have the honor to submit my opinion on the scheme proposed for supplying young officers to the Constabulary.

2. I will first shortly remark upon the results of the system of appointment to which the Government have of late been restricted owing to the supply of officers from the Army having ceased. Selections have been made from a class of men (the only class available) who, having failed to strike out a career elsewhere or having hesitated to face the difficulties of competitive examinations, have come to India to see what they could pick up. These men are not likely, as a rule, to be either of a high tone of mind or up to a fair average in education and ability. Of course there will be exceptions here and there, but I speak of the general rule. The results of this system of appointment so far as it has gone have been such as to excite the gravest apprehensions for the future of the Police Force. The men of middle age, who have presented themselves with excellent certificates and who have accounted most plausibly for their previous failure to secure a livelihood, have developed almost without exception some fatal defect of character which has rendered them a scandal and reproach to the service. The majority of the younger men hitherto appointed are not likely ever to become thoroughly efficient in a service which demands strong qualities. I have recently submitted to Government confidentially my opinion of the individual officers appointed under the new system, and I have shown how few there are who give hope of future efficiency when the time shall come for promoting them to the administration of a district. My opinion is shortly this, that as long as a strong leaven of military officers remains to hold the administration of districts so long the deficiencies of the new class of Assistant Superintendants will but partially affect the efficiency of Police working, but when the time comes to give the reins to these men of feeble grasp, the organization of the department will collapse and go to ruin. I use strong language, but I believe the Government will hold me borne out by the frequent painful instances not only of failure but of gross misconduct and low moral tone which have recently been brought to notice on the part of this class of officers. I do not set up an extravagant standard of excellence for Police officers, but we want men with the education and feelings of an English gentleman of robust physique, of strong common sense imbued with *esprit de corps* and of a high tone of honor. There can be no department in which these qualifications are more absolutely essential, since it is one in which everything depends upon the tone of its officers; but such qualifications we shall never get from the mere waifs and strays of society. The day will come when the Magistrates will look down on their Police officers, and then the efficient administration of the Police Force as an organized body will become impossible.

3. I am not acquainted with the results under other Administrations, where officers of the class I am alluding to have from the first been much more extensively used than in Madras. It may be that, from local circumstances, the field of selection has been larger and better. But I think that the Police Administration Reports of some other Provinces have, from year to year, contained indications that difficulties of administration have arisen there which have not hitherto been found in Madras.

4. A short experience of the present system of selection shows that something must be done, and the Government is well aware that I do not speak from theory but from facts. In England the Constabulary officers are almost exclusively drawn from a military class, because it is found that the habit of discipline and control, which is so vitally important, cannot be secured with equal certainty from any other material. I do not myself see anything in the constitution of the Indian Staff Corps to prevent it from still supplying officers to the Constabulary. By the existing rules, a year of service in the Police Department is considered equivalent to the year of service with a Native Corps which is necessary to qualify for the Staff Crops. I think, however, it would be highly advisable for all officers to serve a year or more with a Native Regiment *previous* to entering the Police Department with this condition it would only be necessary to throw open the Police appointments to young officers entering the Staff Corps from the British Army. The number of younger officers in the Staff Corps would be thus slightly augmented, but this would probably be no disadvantage. I doubt if any other method of selection could prove on the whole so satisfactory as this is so likely to secure the stamp of men required. It has also this great recommendation that an officer who does not prove exactly fitted for the peculiar work of the Police Department can return to military duty where he might still be most useful in a position requiring less independence of judgment and action. I am strongly of opinion that this method of officering the Police would be by far the most useful and effective both in the interests of the Police Department and of the Staff Corps.

5. But if this course is considered to be out of the question, then I cordially concur with Mr. Ellis in the proposition he has put forward. I think, however, that, in order to secure a good field of selection by obtaining a large number of candidates, it would be highly advisable that the system should be made applicable to all India instead of being confined to one presidency, where the number of appointments might prove too few to make the service widely attractive. I quite agree with Mr. Ellis as to the indispensable qualifications which he has described in paragraphs 22 and 23 of his memorandum. Selection should be exercised and the entrance examination should be such as to guarantee a sufficient degree of education and intellectual capacity. It is unnecessary to go into details here. These can easily be arranged if the system is approved.

6. No doubt some such change as that alluded to in paragraph 34 of the memorandum (with reference to the administration of the Madras Town Police) will be advisable in the future. The Commissioner of Police for Madras should have one Deputy Commissioner (who should be a military officer) instead of the two existing Deputy Commissioners who are not very useful for purposes of general administration. The system sketched in paragraph 27 of the memorandum could then be carried out. I certainly think it advisable that the Police Cadets should be trained at the Presidency. The Inspector-General himself would thus be able to look after them closely and would become well acquainted with his young officers. The Police Cadets would have the advantage of competent moonshees. They would gain valuable experience by attending the Magistrates' Courts and the Sessions of the High Court. They would pass through a systematic course of training which could not be secured elsewhere, and they would need but little to complete their Police education on going to districts.

7. This system could be maintained without much extra expense to Government. It would be necessary to provide a house with quarters for a certain number of officers and a comfortable mess-room, but the Police Cadets would of course pay for their own board and lodging, and the expenses of the establishment would thus be covered.

8. One year would probably suffice as the term of probation before going to districts, but this point could be settled hereafter. Examinations should be held half-yearly.

9. The question of the number of Police Cadets to be sent out annually is difficult to decide, the data derived from the past experience of the department being in some respects inapplicable to the future. The table appended to this letter shows the casualties of officers for the past six years, but it will be seen that the number of resignations has been very large, while at the present stage of the department casualties from this source have been reduced to a minimum. There was only one such casualty in 1869, caused by the transfer of Mr. Robinson, the Inspector-General, to the Board of Revenue, and there has been no resignation in the present year. Independently of resignations, there have been only six actual casualties in six years, two of which have been by death, one by removal, and three by vacation of appointment owing to over-staying leave. The permanent casualties are therefore very few and cannot probably be reckoned at more than two or three per annum. Judging from the past, even this number would not be reached, but the fact that military officers on attaining the rank of Major are apt to become dissatisfied with the rates of pay accorded to Superintendents of Madras Police may influence resignations. There must always, however, be a large number of temporary casualties arising from the absence of officers on leave to Europe. At present there are sixteen officers acting in the department for permanent incumbents absent on leave. These sixteen acting officers were appointed as follows;—Five in 1868, nine in 1869, two in 1870; total sixteen. This gives an average of five acting appointments per annum, but this number of temporary vacancies must have arisen from casual and temporary circumstances, for, when the results are spread over a longer series of years, the number of officers annually returning from leave ought to equal the number proceeding on leave, so that the real casualties to be provided for will be confined to deaths, resignations and removals.

10. Thus it does not seem likely that more than two or three Police Cadets would be required annually. It is perhaps unnecessary to fix an exact number, since intimation could be given to the Secretary of State from time to time according to the probable exigencies of the service.

11. Mr. Ellis proposes Rs. 250 per mensem as the rate of pay to Police Cadets, and, considering the cost of living in India now-a-days, this sum is not excessive. It must be borne in mind, however, that *Acting* Assistant Superintendents of Police of the First-class (holding no permanent appointment) only draw Rs. 250 per mensem even when serving in districts. There ought to be a difference between the pay of a Police Cadet in training and the pay of an officer actually employed. No officer actually employed on district duties should draw less than Rs. 300 a month. Even this is small remuneration for the work, and the present rate is absolutely insufficient. This is one reason, I fear, why complaints of non-payment for supplies on the part of the new class of officers are cropping up. I would propose therefore that Police Cadets in training should draw either Rs. 200 (about equal to Ensign's pay) or Rs. 250 as may seem best to the Government, and that all Police Cadets on being posted to a district charge should draw at least Rs. 300 per mensem. If the Cadet's allowance is fixed at Rs. 250, there will be a slight increase of expense, but the money will probably be well laid out.

12. The Police Cadets will remain in training for a certain time; after that they will fill *acting* vacancies in the grade of Assistant Superintendent, and they can only be absorbed permanently into the establishment of Assistant Superintendents as vacancies occur. Thus, unless the Cadets in training are to be *in addition to* the present number of *acting* officers (which will cause additional expense), the result will be that a certain number of districts (corresponding with the number of Cadets in training) will remain unprovided with an Assistant Superintendent for a considerable period of time. In my letter to Government, No. 7221, of the 11th November 1869, I pointed out that, owing to the vast size of the Madras districts as compared with those in other Provinces, it was quite impossible to dispense with the Assistant Superintendents in charge of the sub-division of districts, and no doubt efficiency of Police working must suffer when these large sub-divisions are left without an Assistant Superintendent for any considerable period of time. The District Superintendent has then more work to do than he can well perform and a larger area of supervision than he can adequately reach. I would therefore strongly advise that there should be at least four Police Cadets *in addition to* the fixed establishment of officers proposed in my letter, No. 1274, of the 26th February 1870.

Should this be disallowed, all that can be said is that the sub-division of a district will suffer *less* from being left for some time without an Assistant Superintendent than from having the post immediately filled by an untrained and poorly qualified officer as at present. But considering the very large area of the Madras districts as compared with other provinces and the lower rates of emolument fixed for District Superintendents, I think that whenever a Superintendent is left without the services of an Assistant and is consequently obliged to do the extra work himself, he should be entitled to an extra allowance of at least Rs. 100 per mensem during such period.

13. It will be seen that I still strongly advocate the use of the Staff Corps as the most convenient and effective source for the supply of officers to the Police. Failing this, I entirely agree with the propositions of Mr. Ellis and believe that, unless his scheme be adopted, the Police Department will gradually become inefficient from the incompetency of its officers. The utmost increase of expenditure involved will be the allowance of Rs. 200 or Rs. 250 per mensem to a limited number of Police Cadets. This will be a cheap outlay for a purpose of such vital importance.

From Lieutenant-Colonel C. S. HEARN, Inspector-General of Police, to the Chief Secretary to Government, Fort St. George, dated Madras, 5th January 1876, No. 18.

I have the honor again to submit, for the consideration of Government, a proposal that some definite system may be adopted for the supply of officers to the Madras Police Force.

2. In my letter, No. 6081, dated 29th September 1870, upon a memorandum by the Honorable Mr. Ellis, I have previously discussed this matter. No further action was then taken by Government probably because the question of supply of officers from the Army had not been definitely settled, and indeed since that time officers have occasionally been obtained for the Police Department from the Staff Corps, although it has been necessary to appoint Uncovenanted officers to the majority of vacancies.

G.O., No. 1015, dated 28th July 1870.

3. But the Army has now altogether failed as a source of supply, and the Military Department are even taking back officers from the Police (who can ill be spared) owing to the want of officers below the rank of Major for military duty. I submit therefore that it has become absolutely necessary to grapple with this question.

4. At this crisis in the history of the Madras Police Force, arising from the altered condition of the Army, I venture once more to express my opinion that military officers are by far the best for Police duty. Their army training thoroughly imbues them with habits of discipline and control. Their general administration is consequently better than that of Uncovenanted officers, while on occasions of emergency, such as a riot or a Khond or Moplah outbreak, they know their business and have a power of command which can be attained only in rare and exceptional cases by the

comparatively untrained Uncovenanted officer. They also possess a recognized position by virtue of their military rank, which is of great importance to the force they command. The difference between the two classes of officers was strikingly illustrated during the recent visit of His Royal Highness the Prince of Wales to this presidency. Wherever there was a military officer everything went like clock-work. Wherever there was an Uncovenanted officer I found some cause for anxiety. It is true that arrangements were on the whole well carried out (every detail having been previously submitted for approval), but weak points developed themselves. One officer being a timid rider was not to be found on horseback at a critical moment; another was unable to re-adapt the disposition of his men to a sudden change of programme; a third lost his head entirely and brought discredit on the Force by his excited and improper behaviour. Of course exceptions may be found like Sir F. Souter in Bombay (who is, however, a thorough soldier both by instinct and training), but as a rule military officers are by far the most efficient, and the Force will suffer for want of them.

5. The Madras Army having, however, ceased to supply officers, I submit that the present system of haphazard appointments is most unsatisfactory. Both in the Police and in other Civil Departments of the Indian Administration it will be necessary for a long time to come to employ a strong infusion of the European element. The knowledge of this fact brings out a swarm of youths, chiefly the sons of Indian Civil and Military officers, many of whom are imperfectly educated and below the average in ability. The local Government and the heads of departments are beset with applications from fathers with claims of long service on behalf of their sons. I submit that this ever-increasing tide of English adventurers upon the shores of India is a political evil, which should be stopped as soon as possible by the organization of a regular service from England to supply the various Civil Departments in which European officers are required. As regards the Police, a reference to my letter of 1870 will show that I was then almost in despair about the material which had presented itself in the shape of Uncovenanted officers. Some of the present members of Government are aware that my time was constantly occupied with painful investigations into acts of misconduct on the part of these officers. But the just severity then shown produced a most wholesome effect, and I am bound to say that a far higher tone of discipline and conduct has since prevailed amongst the Uncovenanted gentlemen in the Police Department. Still the mode of supply has not proved satisfactory, and out of fourteen Uncovenanted Assistant Superintendents and Acting Assistant Superintendents now in the Force, there are scarcely any of whom I can predict with confidence that they will become thoroughly efficient as District Superintendents, although as Assistant Superintendents acting under an immediate superior they do fairly well.

6. I need not multiply arguments as to the advantage of a service from England. Mr. Ellis in his memorandum has fully treated the subject. If it be conceded that the measure is necessary, it only remains to discuss some of the details.

7. First, as to the method of selection in England. Two courses readily present themselves. The one that Police appointments should be offered to candidates for the Indian Civil Service who have failed to pass the examination, but have come *near* the requisite number of marks. The other, that (as suggested by Mr. Ellis) the Secretary of State should nominate officers subject to a test examination (*vide* paragraph 22 of Mr. Ellis' memorandum). The latter plan I confess commends itself most to my judgment, or perhaps the system of the Ceylon Civil Service might be adopted, in which two or three nominees compete for each appointment. This system combines to some extent the advantages of nomination and of competition. A few objections to giving Police appointments to unpassed candidates for the Indian Civil Service may be briefly stated. First, although they may sometimes be as good as (or better than) the passed candidates, still they *are* failures and consequently disappointed men. This sense of disappointment would probably be increased by finding men who had only beaten them by a few marks holding a far superior position to themselves in India and enjoying far larger emoluments. Next, the competitive system appears to produce (amongst many excellent officers) a considerable infusion of men who, although clever enough, are crochety, eccentrics, opinionative and discontented, imbued with radical, if not revolutionary, ideas and wanting in loyalty to their immediate superiors and to the Government they serve. This is just the last kind of man for the Police Department in which sound common sense, calm discretion and amenability to discipline are essential qualities. Then, too, the candidates are frequently not gentlemen by birth, and it is essential that Police officers should be (as Mr. Ellis says) of tolerably gentle birth. The Indian Civil Service possesses a splendid prestige and secures a powerful position. The Police service on the contrary is liable to many depreciatory and lowering influences which can only be counteracted by a high tone of feeling amongst the officers of the Force. The honor of the Force depends upon the personal character of its officers, and if they ever come to be looked down upon, the Force will sink in estimation, lose its self-respect and inevitably deteriorate. A Police officer must also be a good rider and of a hardy constitution. In these qualities Civil Service candidates are not unfrequently deficient. A medical certificate of fitness would of course be essential under any system, but on the whole the plan of nomination would appear to afford a highly important guarantee, the want of which under the open competitive system is a very serious disadvantage As to age, Police candidates should, I think, be not less than 18 (which is perhaps almost too young) or more than 22.

8. To proceed further with details, I would propose that the present Acting Assistant Superintendent of Police should be formed into a grade to be termed Sub-Assistant Superintendents or Extra Assistant Superintendents. This grade should be numerically equal to the average number of Acting Assistant Superintendents *plus* a certain number of young officers to be in training and ready

to step into acting vacancies when they occur. The present Acting Assistant Superintendents are either young gentlemen appointed at once to the acting post, who draw half salary (Rs. 250 per mensem) and whose acting service does not count for leave and pension, or gentlemen who have entered the Force as Inspectors and who, when acting as Assistant Superintendents, draw their Inspector's pay *plus* deputation allowance which raises their aggregate salary to Rs. 400 a month or thereabouts according to their class as Inspector. The employment of these gentlemen Inspectors as Acting Assistant Superintendents, is advantageous inasmuch as they have already learnt their work, but disadvantageous because they bar promotion in the Inspectors' grade. All should become Extra Assistant Superintendents, which should be a substantive grade conferring claim to service for leave and pension. Table A appended to this letter shows the present Acting Assistant Superintendents and the rates of pay they draw. The average rate of pay is Rs. 340 per mensem. The rate of pay I would propose for Extra Assistant Superintendents is Rs. 250 per mensem on joining the department, and Rs. 300 when they are appointed to act as Assistant Superintendents in charge of the sub-division of a district. These officers would probably be promoted to the grade of Assistant Superintendent on Rs. 500 per mensem after four or five years' service at the outside. Next as to the actual number of Extra Assistant Superintendents required. This is rather difficult to determine. The total number of Acting Assistant Superintendents doing duty in the Department in each year since 1870 is shown below :—

		Number of Acting Assistant Superintendents.
On 31st December	1870	16
Do.	1871	14
Do.	1872	13
Do.	1873	13
Do.	1874	8
Do.	1875	9

Thus the average number of acting officers would be about twelve, and to these must be added at least four to be in training and ready to step into vacancies as they occur. To wait until a young officer should be examined and appointed in England brought to India and trained to his duty before filling up a vacancy would of course seriously affect the efficiency of the department. Under the proposed system, the provision of a few extra officers to be in training is absolutely necessary. Four officers should therefore be appointed in the first instance in addition to the existing number of Acting Assistant Superintendents, and subsequent appointments should be made according to the demand. Next as to the number of young officers likely to be required from England annually. This cannot be fixed exactly. Table B shows that the number of permanent casualties during the past six years has been twenty-three or about four per annum. But a reference to the nominal list C will show that, out of these casualties, four were removed for misconduct and that two military officers forfeited their Police appointments by overstaying their leave which no longer entails ferfeiture. On the whole it does not seem likely that more than three (3) young officers would be required annually from England, but it would be necessary to warn the Secretary of State from time to time of the probable prospective wants of the department. Finally, as to the cost of the proposed measure. It is doubtful if there will be any sensible addition to past expenditure. The nominal list A shows that there are nine Acting Assistant Superintendents, costing on an average Rs. 340 per mensem each. With the rate of pay at Rs. 300 the cost of one additional officer in training (at Rs. 250) would be more than provided, and if there should be four officers in training, the extra cost would be Rs. 640 per mensem, or Rs. 7,680 per annum—not much to give for a solid and satisfactory system of supplying officers. But as a matter of fact the Acting Assistant Superintendents are costing less just now than at any previous period owing to the recent direct appointment of three young gentlemen to fill vacancies caused by the withdrawal of three military officers to regimental duty. Formerly all the Acting Assistant Superintendents were either military officers who drew the full rate of Rs. 500, or, if Uncovenanted officers, were holding substantive Inspectorships which raised their pay to Rs. 400 per mensem or thereabouts, and as other Inspectors were appointed to act in the higher classes of that grade in lieu of these officers otherwise employed, there was but little saving in the Inspectors' grade. So that, taking the average number of Acting Assistant Superintendents so low as ten, there would be a saving of Rs. 1,000 (or more) per mensem at the new rates. Thus the total cost of the Extra Assistant Superintendents at Rs. 300 with four additional officers in training at Rs. 250 will not exceed the former cost of the Acting Assistant Superintendents.

9. A few words may be said in conclusion as to the probation and training of these young officers on arrival from England. All should be on probation until they have proved their capacity for Police work, which demands certain special qualifications. Mr. Ellis proposed (*vide* paragraph 25 of his memorandum) that the period of probation should be two years, and that the cost of a passage home might meanwhile be lodged with the Secretary of State by the relatives of each nominee. If this last provision should be found practically difficult, it would not cost the Government much to pay a passage home in the few instances of failure. The period of probation should, I think, depend on passing the prescribed examinations and receiving a certificate of qualification. Mr. Ellis also proposed (paragraph 27 *et seq.* of his letter) that the probationers should be trained at Madras. I concurred for the reasons stated in my former letter, but on further consideration I am disposed to think that the advantages of this plan would be outweighed by its disadvantages. These are, that Madras is an expensive place to live in and debts might be incurred. The life at a Presidency Town is not a good preparation for the monotony and seclusion of life in a district. The

Madras.
Police.
Sec. II.

Police work in a Presidency Town is different in many respects from that of a district. The Commissioner of Police and his Deputy are incessantly occupied with executive details, and might find scant time for the supervision of these youths. Finally, the District Reserves, which have many semi-military duties to perform, receive a far higher degree of military training than the Town Police. On the whole, as the officers in training at any one time will be few, I am inclined to think it would be better to send each as he arrives to a district under a good Superintendent, who would take the young officer with him on his tours of inspection and so impart a thorough training in district-work. If this be done, a Superintendent who has the charge of a young officer should certainly receive an allowance of not less than Rs. 50 a month for his trouble. Although the cost of young officers would thus be slightly increased, yet it would be money well spent and the expense of providing a mess establishment at the Presidency would be carried out.

10. To sum up, the proposals I would submit are these:—

1*st.*—That Police officers for the grade of Assistant Superintendent should be sent out from England either on the nomination of the Secretary of State subject to a test examination or according to such other system of selection as may be deemed best.

2*nd.*—That the present Acting Assistant Superintendents, together with the officers hereafter appointed in England, should be formed into a substantive grade to be termed Sub-Assistant Superintendents or Extra Assistant Superintendents.

3*rd.*—That the number of officers in this grade should provide for four young officers to be in training without actual executive charge.

4*th.*—That the salary of Sub-Assistant Superintendents should be Rs. 300 when acting as Assistant Superintendent in charge of a sub-division, and Rs. 250 while in training without an executive charge.

5*th.*—That Sub-Assistant Superintendents should be on probation until they pass the required examinations and prove their capacity for Police work.

6*th.*—That Sub-Assistant Superintendents should be trained in districts, and that District Superintendents should receive an allowance of Rs. 50 per mensem for each Sub-Assistant Superintendent under their tuition.

11. I have one more word to say. It may possibly be advanced that the difficulty of finding fit European officers may be met by appointing Natives to the superior posts in the Police. I trust I may be permitted to record my earnest convictions that the time has not come (and will not soon come) for such a change as this. There is no department of the public service so beset with daily and hourly temptation as the Police, none in which honest, impartial and unoppressive administration more nearly concerns the happiness of the people. It is but fifteen years since the Police Force under its new organization commenced to emerge from the slough of corruption, oppression and inefficiency which made it a blot upon the face of the country and a curse to the people. At what cost of physical and mental pain and toil the department has been brought to a state of comparative purity, those who have worked throughout best know. This could not have been done by Native agency, nor could the present condition of the Force be maintained by such agency. The old vicious habits, like noxious weeds, reappear upon the slightest relaxation of rigid discipline. Corruption and torture can only be prevented by that high sense of honor and that absolute hatred of meanness, dishonesty and cruelty which distinguish the character of an English gentleman.

Extract from a letter, dated 6th September 1887, *from the Departmental Member, on points referred to in the oral evidence.*

Regarding Mr. Court's appointment, Colonel Guthrie, before proceeding on furlough, promised Mr. Court an Inspectorship, and asked me to give him such an appointment when a vacancy occurred. On a vacancy occurring in the Cuddapah District, by a 1st-class European Inspector retiring on pension, a 2nd-class Inspector was promoted to 1st class, and a 3rd-class Inspector to a 2nd class, thus leaving vacant a 3rd-class Inspectorship. This I offered to Mr. Court, who accepted it; but, as it took some time before he could make the arrangements connected with the purchase of his discharge from the Army, temporary promotions were made, so that pay allowed should not lapse till Mr. Court could join—and this is the grievance.

Mr. Court's appointment was particularly desirable at the time owing to the ill-health of the Reserve and Store Inspector, who was likely to leave, and whose appointment was one for which a Soldier was invariably selected. I may add that Mr. Green, the Reserve and Store Inspector, shortly afterwards did go away on sick leave, and Mr. Court was appointed to act for him; and, in all probability, will be confirmed in the appointment, as, owing to sickness, it will be necessary to transfer the permanent incumbent Mr. Green to another district. The appointment of Sub-Inspector was made in 1875, as a sort of experimental measure, to see if a better class of men, than we had as Head Constables, would offer for training for the grade of Inspector; but after 10 years' trial, the grade of Sub-Inspector was found to be a failure. It was accordingly abolished by G.O., No. 179, dated the 22nd of January 1885, Judicial Department.

The appointment, by His Excellency the Governor, of gentlemen as Inspectors commenced about 1880. It was felt that these appointments told hard on the older Natives and other Inspectors in the force; therefore, when money became available by the abolition of the useless grade of Sub-Inspector, Colonel Guthrie obtained sanction to add 12 Inspectors of the 1st and 2nd class to the existing strength of the force, to prevent injury to the prospects of the older Inspectors.

MADRAS.

Police.

Section III.—Sittings at Madras.

Witness No. I.—4*th August* 1887.

Madras.
Police.
Sect. III.
Ramachendra Rao, Esq.

Examination of Ramachendra Rao, Esq., Assistant Commissioner of Police.

The *President.*

What is your caste?—I am a Maratha Brahman from Tanjore. I entered the Police thirty years ago as an Interpreter to the Commissioner of Police and held that appointment about twenty years. In 1879 I was transferred to the Executive as Acting Deputy Commissioner of Municipal Police, which appointment I held for a year, when I received my present appointment, which I have held for nearly eight years.

What class of Natives generally apply for employment in the upper grades of the Police?—Any class might apply—Brahmans, Mudaliyars and Naidus—though none have done so because the service has been restricted hitherto to Military officers and latterly to Europeans.

Are any of the classes you have mentioned of sufficiently good physique to discharge the duties of Police officers in the higher grades?—There may be some, though I could not lay my finger on any at present.

Supposing there was an Assistant Superintendentship to be filled to-morrow by a Native gentleman who should possess the necessary physical and other qualifications, could you name any one of your acquaintances as possessing those qualifications?—I might be able to do so.

Then what did you mean by your former answer?—That I did not know any one in the Service now whom I would deem fit for an Assistant Superintendentship.

But you know people out of the Service whom you think would do?—Yes.

Of what caste are they?—I do not wish to particularise any caste.

Are there any officers of the Madras Army among them?—I cannot say.

Is it necessary that all the superior grades of the Police should be filled by Europeans?—Until Natives can be trained for those appointments it is.

If the higher grades of the Police were thrown open to Asiatics, do you think you would get a better class of Natives to apply for Inspectors' appointments than now apply for them?—I think so.

Better in what respect?—As regards respectability, education and literary attainments. I do not mean to insinuate that among the present Inspectors there are no educated and respectable men, but I say that as a class they are not so much so as the class of men who would apply for Inspectorships if the upper grades of the service were thrown open to Inspectors.

Is it necessary that the Europeans who officer our Police should have been educated in England?—I would rather not pronounce an opinion as to that.

Have any of the Gentlemen Inspectors served under you or with you?—No.

Have you any experience of the Mufasal Police?—No.

Is it necessary that the Police Force in Madras should contain a proportion of European Inspectors?—I think so.

There has always been a certain proportion?—Yes.

Are they borne on the strength of the Presidency Police or are is there a separate body of City Police?—I think they belong to the Presidency Police.

Have you any views of your own to express on the subject of this inquiry?—I know very little of the working of the Mufasal Police, having served my time in the Town, and I do not wish to express any opinion.

The *Inspector-General.*

Can you mention the names of any Natives of better class who would apply for appointments as Inspectors if the higher grades were open to them?—No.

Mr. *Ramaswami Mudaliyar.*

Do you include Mahomedans among your better educated and more respectable class?—Yes.

Witness No. II.—21*st August* 1887.

Shaik Abdus Saalam.

Examination of Shaik Abdus Saalam, Manager of the office of the Commissioner of Police.

The *President.*

When did you enter the Department?—I entered the Police in 1868 as an Inspector of the lowest grade. I have been nineteen years engaged in Police work, nine in the Godávari district and ten years in Madras City. I am a Mahomedan of the Godávari district. My father was a regimental Munshi and had served in several regiments.

Are you acquainted with the Mahomedans of the North East Coast?—Yes.

Is education extending among that class?—Yes.

Is there any considerable number of Mahomedan families in the Northern Districts?—Yes.

Families of position and respectability?—Yes.

Do you know any Mahomedans who would be fit to hold superior appointments in the Police?—Not at present.

In what respect are they wanting in fitness?—They are not sufficiently well educated.

Have not one or two of the Statutory Civilians been Mahomedans?—Yes.

Where did they come from?—One came from the Godávari district.

Is he an exceptional man in point of education amongst his co-religionists in the North?—Yes.

Do you know any other class of Natives who would be fitted by education, physical qualifications and respectability for these appointments?—I know some Hindus.

To what class of society do the men who now seek employment as Inspectors belong?—To the middle class.

What were their fathers?—Some were in the Uncovenanted Service as Clerks, some in the Police, others in the Army.

Do you know any Native officers of the Madras Army who would be likely to make efficient Superintendents and Assistant Superintendents?—No.

Do you think a Native in one of the higher Police appointments would be in a position of exceptional difficulty by reason of his connection with the people of his district?—I do not think so.

Not as regards the distribution of patronage?—Not if he was an honest man.

Would he receive many applications for employment from his friends and relatives?—I suppose he would.

But you think that as an honest man he would be able to resist temptations to nepotism?—Yes.

Have you any changes to recommend in the constitution and method of recruitment of the Police?—I think the higher appointments should be open to Natives, preference being given to deserving Inspectors already in service.

You would promote from the Inspector's grade?—Yes.

How would you appoint to Superintendentships and Assistant Superintendentships in?—By taking young men of respectability, education and good physique on as Probationers in the third and fourth classes of Inspectors, and after training them in those posts for a couple of years and proof of fitness on their part, promote them to the higher grades.

You would have nomination followed by selection?—Yes.

You would retain patronage for the nomination of Probationers?—That is not patronage.

How would you decide as to whom you would admit as Probationers?—I would make inquiries into their antecedents.

You would not have a competitive examination?—I would have an educational qualification, but not competition.

How would you ordinarily appoint your Inspectors?—By the system which at present obtains, that is, partly by promotion of Head Constables (there are no such posts as Chief Constables in the Madras force) and partly by selection.

When crime is reported, whose duty is it to investigate the case?—The Inspector and Head Constable work together, but ordinarily the detection of crime is left to the Head Constable under the supervision of the Inspector, to whom he has to make reports, the Inspector being fifteen or twenty miles away. There are four grades of Head Constables getting from Rs. 12 to Rs. 25.

Which grade of officer has charge of Police stations?—In large stations First-grade Constables, in some stations Fourth-grade Constables. There are some stations in charge of Rs. 12 Constables.

Is the Police, as at present constituted, an efficient agency for the detection of crime?—I think we want more men of the Constable and Head Constable class. At present we are very short-handed in the Mufasal and Town. Each station has four or five Constables, a number not sufficient to control a station in which bad characters are numerous.

Do Assistant Superintendents take much part in the detection of crime?—No. When serious cases, murders, housebreakings, &c., are reported, they go and make inquiries sometimes, and sometimes they do not.

English Assistant Superintendents are now appointed from the Inspectors?—Yes.

How long is it before an English Assistant Superintendent is able to render any assistance in the detection of crime?—Not for about two years.

What are his duties as Inspector?—He is attached to the head-quarters of a division for two or three months to learn his work under Native Head Constables.

What are the duties in which he is first employed?—He goes out with the Inspector and is shown how the other Inspectors inspect their stations and do their work. There is a reserve for every division with an Inspector in charge.

The *Inspector-General.*

Do not Natives of good family now apply for appointments as Inspectors?—Some do.

Do not Assistant Superintendents go out to the scene of crime when it is a grave case and make inquiries?—Yes.

Mr. *Ramaswami Mudaliyar.*

What is your present salary as Manager?—Rs. 200. I was transferred to the office only in March last, from the grade of First-class Inspector. There are about fifty Mahomedan Inspectors in the whole Presidency. I know about ten or twelve of them.

Are there none among the present staff of Hindu, Mahomedan and Eurasian Inspectors who would make competent Assistant Superintendents?—I suppose there are.

Do you know there are?—Not among the Mahomedans and Hindus; among the Eurasians, yes.

The *Inspector-General.*

Is it not a fact that education is in a very backward state among Mahomedans?—It was, but it is now spreading.

Mr. *Ramaswami Mudaliyar.*

How many of the Hindu Inspectors are you personally acquainted with?—Thirty or forty.

Madras.

Police.

Sec. III.

Shaik Abdus Saalem.

Mr. *White.*

Do you not think, that if the higher appointments in the Police were impartially thrown open to all Natives of India, you would get better representatives of that class to apply for employment in the force ?—Certainly.

The fact that the Police is not a popular field of service among the respectable classes is due to their not being promoted beyond a certain limit ?—Yes.

Are you aware of Police officers having left the Department in utter disgust ?—I know two or three such cases.

They were good officers ?—Yes.

Would not the system of selection followed by probation be nothing more than patronage over again, and would it not be a better system to make the selected candidates compete for appointments and select the best man ?—I think it would.

Would you have two years' probation for Natives of India ?—Yes.

Do you consider that it is particularly desirable that a Police officer should be acquainted with the manners and customs of the people with whom he is brought in contact ?—Yes.

Do you not think that a foreigner who is totally or only imperfectly acquainted with such matters, is liable to be, and is in fact, very often deceived by people who act as interpreters ?—It is very likely.

And you think that, provided you got intelligent men of good family, it would be preferable to have Natives of India in the higher grades of the Police ?—Yes.

Witness No. III.—*4th August* 1887.

Examination of M. Venayagam Mudaliyar, Esq., Manager, Chief Office of the Inspector-General of Police.

M. Venayagam Mudaliyar, Esq.

The *President.*

When did you enter the service ?—I joined the force in 1879 as Head-quarters Inspector of Police. I had previously been confidential clerk to Sir William Robinson. I have not done any executive service in the Police.

Do you wish to say anything about the constitution of the force ?—I think the higher appointments should be open to Natives.

Do you think Natives of superior education could be found for such appointments ?—I think there are one or two in the Police now in the Inspector grade.

What do you think of the present system of appointing Natives as Inspectors ?—Natives who have been appointed direct to Inspectorships have proved very efficient officers.

Is it desirable to give Inspectorships to persons whose duty has always been of a clerical nature, and to continue such persons in their clerical duties ?—Yes.

Is not the proper work of an Inspector in the Executive ?—Yes.

Then why should a clerk in the office be made Inspector and continue afterwards to do clerical duties ?—He can do executive duties also.

Perhaps he has had no experience ?—I think the necessary experience can be obtained in a year or two.

You have never yourself done any inspection work ?—No.

The appointment you hold has given you better pay ?—Yes.

The *Inspector-General.*

Who are the Native Inspectors whom you say are fit for Assistant Superintendentships ?—The last witness is one, and the other is an Inspector in North Arcot.

What age is the Inspector in North Arcot ?—Forty-five.

Is that the gentleman who was employed in connection with the Salem riots ?—Yes.

The *President.*

Are you aware that several of the most important witnesses he produced on that occasion were afterwards prosecuted and convicted of perjury ?—Yes.

Mr. *White.*

Is Mr. Simpson, the present Acting Deputy Commissioner of Police, fitted, in your opinion, to be an Assistant Superintendent ?—Yes.

The *President.*

Have you anything else to add ?—No.

Witness No. IV.—*4th August* 1887.

Examination of G. Subramania Aiyar, Esq., Editor of the *Hindu* Newspaper.

G. Subramania Aiyar, Esq.

The *President.*

Have you any acquantance with the working of the Police Department in this Presidency ?—No.

On what points do you wish to be examined ?—On the question as to the admission of Natives to the higher grades of the Department (reads.)

No definite qualification of an educational or technical kind is required for admission into the Police Department, and consequently it admits of considerable room for jobbery. This Department is one of the six departments exempted in 1879 from the operation of the rule laid down in that year by the Secretary of State and circulated by the Government of India to the Local Governments and Administrations. That rule prohibited the employment of Europeans without the previous sanction of the Secretary of State or the Government of India in appointments carrying a salary of Rs. 200 and more; and though the Police Department was one of the six excluded from these orders, the Government of India expressed a hope that in these departments it might be possible to appoint Natives more and more to the

Madras.

Police.

Sec. III.

G. Subramania Aiyar, Esq.

higher offices; and added with regard to the Police Department that the annual Police reports showed that "Native Police officers, when advanced to positions of trust, do their work zealously and honestly." It is also to be observed that the orders of the Secretary of State did not prohibit the employment of Natives in these Departments but merely permitted that of Europeans. The employment of Europeans was to be the exception and that of Natives to be the rule, but the exception has been converted into the rule and *vice versâ*. Several years before these orders were issued, that is, in August 1868, the Government of India expressed themselves as follows as regards the employment of Natives in the Police Department: "His Excellency in Council would specially direct the attention of Local Governments to the expediency of increasing the Native element in the higher ranks of the Police. It is believed that in no department could the ability and local knowledge of Native servants of the State of approved fidelity and character be turned to greater advantage." It might be expected that within the long period that has since elapsed, some steps would have been taken to give effect to these repeated instructions of the Government of India. But what is the present state of things? Of the numerous appointments above the rank of Inspectors only one appointment, that of Assistant Commissioner of Police in the City of Madras, is held by a Native, and even that, I understand, is tolerated as a personal favor, and when that Native gentleman retires, which he may do shortly, it is unlikely that the place will be given again to a Native. With this single exception, all Assistant Superintendents, all Deputy Superintendents, and all District Superintendents, not to speak of the higher officers, are Europeans. Natives who have served in the department for 15, 20 and 25 years and apparently with the approbation of the higher authorities, and who have qualified themselves by passing general as well as departmental examinations, remain as Inspectors and will have, under the present system, to remain as such, till the last moment, whereas English youths that have hardly past their teens are posted at the commencement as Second-class Inspectors, and after a short time and in some instances after a few months promoted to the place of Assistant Superintendents. For instance, Mr. F. E. C. Carr was appointed as Second-class Inspector on Rs. 150 in May 1886 and in December of that same year, that is, within 7 months, he was promoted as Acting Assistant Superintendent on Rs. 350. Mr. L. J. Lindsay was appointed from England as First-class Inspector on Rs. 200 on 31st January 1885, and within 3 months he was made Acting Assistant Superintendent on Rs. 350. Mr. C. J. Stuart was appointed Second-class Inspector in October 1882 and in March 1885, that is, in less than 3 years, he was made Acting Assistant Superintendent on Rs. 350. Mr. J. E. H. Hasted was appointed Second-class Inspector, 19th November 1883, and on 22nd March 1885, that is, within 15 months, he rose to the position of Acting Assistant Superintendent on Rs. 350. Mr. H. E. Sullivan was only 11 months as Second-class Inspector and within 3 years he was made Assistant Superintendent on Rs. 500. Mr. F. P. Mullaly was first appointed in the Department on 5th August 1885, and on 31st March 1886, that is, within 7 months, he was Acting Assistant Superintendent. Mr. A. C. S. West entered the Department as Third-class Inspector on Rs. 100 on 14th December 1881, but on 29th November 1883, that is, within less than 2 years, he was made Acting Assistant Superintendent on Rs. 350. Mr. C. H. Travers was enlisted as Third-class Inspector on Rs. 100 in 1879. He was first Superintendent of a Famine Depôt and on the close of the Famine Works was transferred to the Regular Police. He was made Acting Superintendent on Rs. 700 in January 1884. Mr. G. H. Hunt was entertained in the Department in December 1886, and in March 1887 he was Acting Second-class Inspector, but one or two weeks ago he was gazetted as Acting Assistant Superintendent of Police. Mr. P. S. Miller was entertained on 1st November 1878 but became Acting Assistant Superintendent in June 1879, that is, within 7 months. Mr. H. D. Robinson was at the outset appointed as Acting Assistant Superintendent in May 1878 although he was only 19 years old then. Many more instances of this kind can be quoted. I see no reason why these young men should have been appointed as Inspectors: they might as well have been appointed as Assistant Superintendents at once. But I presume they are supposed to serve as Probationers during the time which they are posted as Acting Assistant Superintendents; and unless they have a permanent footing, their acting appointment will not count for service; to secure this advantage they are first appointed as Inspectors. But this system, works considerable hardship to Native Inspectors. As a rule these "Gentlemen Inspectors," as they are called, are posted to the grades of First or Second-class Inspectors, and consequently Inspectors of the lower classes find their promotion obstructed. Again, most of these young gentlemen are the relations of some Civil or Military officers in high position. (The witness gave several instances.) The appointment of Mr. A. deserves the attention of the Committee. A certain Native Inspector was recommended for promotion by his superior, the Superintendent of Police, and the Inspector-General sanctioned his promotion, and this sanction will be found in the Police Weekly Circular No. 15, dated 23rd April 1887, Part 1. Yet, about a month after this date, another order was issued, in which the unfortunate Native Inspector was informed that the Inspector-General meant to fill up the vacancy by an outsider, on whose arrival the Native Inspector was to revert to his old place. So the Native was sent back to his former place and Mr. A. was appointed an Inspector. I dare say that several instances of this kind can be quoted to show that the necessity of providing for relations of men holding high situations has interfered with the Inspector-General's duty of rendering justice to Native subordinates. There are to be found in the higher grades of the Police Service names which will be easily associated with well known Anglo-Indian families. But are these Gentlemen Inspectors at least men of respectable educational qualifications. I was not able to come across a single such name in the whole list of officers who have passed the higher standard excepting Military officers about whom I say

Madras.

Police.

Sec. III.

G. Subramania Aiyar, Esq.

nothing, and yet these officers are paid salaries that would command at least a thorough knowledge of the vernacular. On the other hand I find several names with hardly any of the additions which denote educational attainments. Mr. B. has been in the Department for 8 years but has passed nothing but the Departmental test in Law and Telugu. Again Mr. C. who was appointed for the first time in the Police Department when he was 28 years old, has passed no test at all, neither departmental nor general. Mr. E. has passed only the Departmental test in Law and Telugu, and the same remarks applies to others. Against the appointment of one of these Gentlemen Inspectors at least the Inspector-General remonstrated on the ground that he did not possess even elementary education, but he was pressed by higher authority and the Inspector-General had to put this youth over the heads of many a deserving Native subordinate, and one of these days, I have no doubt, he will be at the head of the District Police, exercising almost unlimited powers over the liberty and happiness of thousands of persons. This is double injustice to the people of the country. The higher Police officers are paid handsome salaries, and it is a hardship that the Natives are excluded; but it would be some compensation if the Government allowed none but men of good education to be put into the Department.

The *Inspector-General.*

Do you know whether Mr. A. was appointed Inspector of Reserve and Stores or for what reason he was appointed for ?—I do not.

Witness No. V.—*4th August* 1887.

Examination of S. D. Simpson, Esq., Assistant Superintendent and Acting Deputy Commissioner.

S. D. Simpson, Esq.

The *President.*

When did you enter the service ?—I joined the Police force in 1865 from school. I was born and educated at Bangalore and also at Doveton College, Madras. I entered the force as Inspector, sixth class. In 1871 I was First-class Inspector, and in 1875 I left the Police to take charge of the ex-Guikowar of Baroda. On the death of the Guikowar I was appointed Inspector and in May 1883 Acting Deputy Commissioner of the Madras City Police.

Have you any views to communicate respecting the constitution of this department ?—No.

Do you consider the present system of recruiting the upper grades satisfactory ?—Yes.

Do we get the best men that we could get ? —As far as I am aware. I do not know much about the Mufasal Police.

Do you think that young men born in this country should have an opportunity of being appointed to the upper grades ?—I think they should.

Do you remember any gentlemen born and educated in this country who have been so appointed ?—Yes, Mr. Prendergast, now Acting Superintendent of Kistna district, Mr. Stevenson, Superintendent of Chittoor, Mr. Millett, now dead. They were all ordinary Inspectors promoted.

Do you know any gentleman of that class who has been appointed to an Assistant Superintendentship direct ?—No.

Have you served much in the Mufasal ?—For two years only. I was transferred to Madras City in 1867.

Do you see any reason why Natives of Asiatic birth should not be appointed Assistant Superintendents of Police ?—No.

Have you met any whom you think would be fit men to hold such appointment ?—No.

When as Deputy Commissioner cases of serious crime are reported to you do you make it a point to take part in the investigation personally ?—In every serious case I not only make inquiries but proceed to the spot.

So far as you have been able to form an opinion, which of the classes of the population who seek employment in the Police are the most efficient officers ?—Mahomedans, Hindus, Brahmans.

In detective ability ?—Yes.

Are Native Inspectors fairly efficient in maintaining discipline among subordinates ?—No; they are not good at discipline.

Who are the most careful in recording crime ? —Hindus, Brahmans.

Have you anything to say respecting the constitution of the Department ?—Yes, with reference to leave and pension.

You advocate the changes proposed by the Inspector-General in the leave and pension rules ? —Yes.

Is not the life of a Policeman in some of the districts of this Presidency often very arduous ? —Very arduous.

In parts of the Presidency he is exposed to very considerable insalubrity of climate ?—I know that men who were engaged in suppressing the Rumpa disturbances returned with shattered constitutions.

Is it desirable that there should be a system of graduated pensions in the Police, that is, a system by which a man could get a pension after fifteen years and a small addition for every subsequent year, so that if from any cause he becomes unfit for service in the Department he might be got rid of with as little hardship to himself as possible ?—Yes.

Mr. *Ramaswami Mudaliyar.*

Are there not some Mahomedan Inspectors who have really done very good service ?—I know Mr. Abdus Saalam, he has really done very good service, and also Mr. Ali Dost, who has been appointed a Special Inspector for his detective ability.

How many Mahomedans do you know personally among the Inspectors ?—Not more than twenty.

Madras.
Police.
Sec. III.
S. D. Simpson, Esq.

Mr. *White.*

You have been in the Police all your life?—Yes.

I suppose it was for your special ability that you were chosen for the important post you held about the person of the ex-Guikowar?—Yes.

I believe you were sent to Salem to organize a special force there?—Yes.

During all those years did you not try your best to get into the Assistant Superintendent's grade?—Yes, and I am not the only one who has done so.

Do you know what the objection to promoting you was?—No.

You never learned?—No. I think the Inspector-General declined to nominate me.

You hold a very important office in the Police now?—Yes.

Has it ever been complained that you were incapable of controlling a large city?—No, on the contrary very favorable opinions have been expressed of my capacity.

Do you think there are among the domiciled Europeans and Eurasians men who would be equally as good as you for employment in the Police?—Yes.

Were you not at one time asked, when your claim for promotion in the Police became strong, to take up the Registrarship in the Revenue Board's office?—Yes.

The *President.*

Have you anything further to add?—No.

Witness No. VI.—4*th August* 1887.

J. A. Paczensky, Esq.

Examination of J. A. Paczensky, Esq., Inspector, Salt Department.

The *President.*

Are you a Native of India?—I am of Polish descent, but was born and educated in India. My father was in the Education Department of the Presidency in charge of a school in Madras, and was a domiciled British subject. I entered the Police Department in 1864 as Fifth-class Inspector of Madras Abkári and left it eighteen years afterwards because I had been disappointed of receiving promotion. Rs. 300 was the largest salary I received in the Police, that was when I was Special Dacoity Inspector for seven and-a-half years.

Mr. *White.*

During the course of your service in the Police were you at times on special duty?—Very often.

What special duty?—I was specially appointed to the Kanara district to deal with dacoities and had previously been sent on similar duty to other districts.

You were employed as a Special Detective Inspector for seven years?—Yes. My last special inquiry had reference to the Crole case. My services were applied for in the Garstin case, but refused.

Have you had to do with political cases?—Yes. I was once deputed specially to make inquiries in connection with the French Abkári.

What are the first duties of Gentlemen Inspectors in a district?—So far as I am aware they have no special training. They are appointed to the second grade, and but rarely to the third grade, and are kept for a few weeks at head-quarters and then sent out to a division for six months, at the end of which period they are promoted. During that six months they have charge of a thana.

Have they another Inspector with them?—No. They are usually in independent charge, but the Head Constable is responsible.

You think they are not competent for independent charge of a thana?—I do.

How long does it take a young man of the class of Gentleman Inspectors to become an efficient Inspector?—Five years, to acquire a sufficient knowledge of the country, the habits of the people and to be able to deal with crime and maintain discipline in the force.

Do you know at all whether they have to pass departmental examinations?—Yes, with the use of books; that is the only examination.

Is there only one departmental examination?—Yes.

What vernacular test is there?—There is a sort of examination in the vernacular of the district in which they are serving. But the fact is that an Inspector who has passed the Tamil examination might be transferred to a Telugu district. An ordinary Inspector would have to pass the test laid down in the order of 1870.

Do you know any Statutory Natives among the Subordinate Officers of the Police in this Presidency who are competent to perform the duties of Assistant and District Superintendents?—There are none in the Police now, because they have all left it.

Has it been the custom to promote men from the Police to other departments?—It used to be. In Sir William Robinson's time, the Revenue Department was open to them, and they were frequently made Deputy Collectors, Munsifs and Tahsildars.

Have any such appointments been made of recent years?—No; but a number of Police Inspectors have resigned the service to take appointments in the Salt Department.

What pay do Inspectors of Abkári and Salt get?—Rs. 250 to Rs. 400.

Is that one of the appointments which Mr. Bliss considers should be held by gentlemen?—No.

The *Inspector-General.*

What pay were you getting in the Police when you left it?—Rs. 300.

What pay did you get in the Salt Department when you joined it?—The same.

How long have you been in the Salt Department?—Five-and-a-half years.

Did you come across any Gentlemen Inspectors when you were in the Police?—Yes, one

Madras.

Police.

Sec. III.

J. A. Paczensky, Esq.

(names him). That gentleman had been Inspector for about six months when he was promoted to be Assistant Superintendent.

Why did you leave the Police?—Because Colonel Hine said I could not expect further advancement in the Force.

Mr. *Ramaswami Mudaliyar.*

There are many Hindu and Mahomedan Inspectors who are in the same plight as you were then?—Yes.

Mr. *White.*

Were you ever sent on special duty to a District in which the Police Force had become disorganized?—Yes.

Did you restore it to order?—Yes.

And departmental orders were passed on the subject?—Yes.

And then you were employed on dacoity suppression on several occasions?—Yes.

Have you got any Orders of Government in which you are thanked for your services?—I have a number of them.

So that you must have been considered a first-rate Inspector in more ways than one?—Yes.

On several occasions your duties took you out of the country?—Yes, I have been to Ceylon.

And an officer of your calibre could not get an Assistant Superintendentship?—I was told I could not expect it.

You left the Police because you felt there was nothing more for you there?—Yes.

And then, although you were in the Salt Department, your services were applied for in the Garstin Dacoity case?—Yes.

And Mr. Bliss refused to lend your services?—Yes, he said I could not be spared.

And again application was for your services in the Crole Commission with the same result?—Mr. Thomas applied for my services, and got them.

You say it takes five years for an officer to become a good Police Inspector?—Yes.

An officer who does not know the language thoroughly is liable to be misled by his Interpreter?—Very much so.

You had no difficulty in carrying out your Police duties?—No.

No complaints of incompetency were made against you?—Not one.

Do you feel confident that if you had been promoted to an Assistant Superintendentship, you would have distinguished yourself in that position?—I would not have left the Police.

Police work is far more interesting than work in the Salt Department?—Yes.

And if you were told that you could get promotion, you would return to the Police?—I would.

You say you know of some other gentlemen who left the Police for the same reason as you did?—Yes, and who would go back, too, if they could see their way to promotion.

You worked with Mr. Thomas on the Crole Commission?—Yes.

What was his opinion of the work you did for him?—(Witness read a paper which purported to contain a warm recognition of his services by Mr. Thomas).

Witness No. VII.—4*th August* 1887.

Examination of W. B. Leonard, Esq., Inspector, 1st Grade.

W. B. Leonard, Esq.

The *President.*

When did you enter the Department?—In 1864, having previously been in the Government and Railway Telegraphs. I was born and educated in India in Bishop Corrie's Grammar School, Madras, which was one of the leading European schools. My father was in the Army. My first appointment in this Department was that of Acting Third-class Inspector; about four months later I was confirmed as Fourth-class Inspector. In 1874, I became First-grade Inspector, and have been so ever since.

Is it desirable to recruit the Inspectors from the Head Constables' grade?—It is, some educational test such as the F.A. or Matriculation as well as the Departmental test and a test in law and languages, being required; and as an inducement to men of better education and intelligence than we have had hitherto, to enter the Department, I would throw open the Revenue and Judicial services as well as the Assistant Superintendent's grade to Inspectors. I believe the Natives would prefer to go into the Revenue and Judicial Departments, and the Eurasian and Anglo-Indian Inspectors into the Assistant Superintendents' grade if it was open to them to do so. The fourth, fifth and sixth grades of Inspectors should be open for the promotion of Head Constables, as an incentive for them to do their work well.

Do you recollect the time when there were no Gentlemen Inspectors?—Yes.

When gentlemen were appointed directly to Assistant Superintendentships without going through the Inspectors' grade at all?—Yes. That was the case when I joined the Service.

When gentlemen were brought in as Inspectors, was the promotion of Inspectors and others in the lower grades injured thereby?—Yes. It deprived them of their promotion in the Inspectors' grade, and caused great dissatisfaction in the Force, so that many deserving men left it, whose places we have never been able satisfactorily to fill.

Have you had much to do with the Magistracy?—Yes, I have had to prosecute cases before them.

Are you consulted as to cases by Magistrates?—Very often; in cases where there is any difficulty in point of law and the like.

Have you an Assistant Superintendent in every district?—Yes, except Trichinopoly, which is one of the smallest districts.

(The Inspector-General here observed that there were five districts without Assistants.)

Madras.

Police.

Sec. III.

W. B. Leonard, Esq.

To what extent are the Assistant Superintendents brought into official contact with the Magistracy?—They very seldom have anything to do with the Magistracy unless when the Inspector informs the Assistant of anything which the Magistrate has done, when the Assistant Superintendent might communicate with the Magistrate direct, though, usually, he would refer the matter to the Superintendent.

Have you Native or Eurasian Doctors in your out-districts?—We have both.

Do they associate at all with the Magistracy? —Not socially.

The *Inspector-General.*

Has the Assistant Superintendent nothing to do with the European Magistrate of the station? —Very seldom officially.

How do you know that?—It is my experience.

What experience? He does not tell you, surely, every time he communicates with the Magistrate?—Speaking from my experience, whenever he has done so, it has been through the Superintendent that he has done so.

Then according to you, an Assistant Superintendent is not such an important person as an Inspector?—I did not say so.

Mr. *White.*

How long does it take to make a good Police Officer?—I should say it would take him four years to acquire sufficient knowledge to carry on the ordinary duties of a Police Officer, getting his experience as he goes on; and to become an efficient Police Officer, I should say it would take him ten years.

Is it necessary that a Police officer should have a good knowledge of the vernacular?—Not only a command of it, but an accent and intonation which is harmonious to the Native ear. I have often heard Tamil spoken in a way that no Native could understand it.

Does not a Native pay very little respect to a European who speaks the vernacular with a vulgar accent?—He forms a very low opinion of him.

Do you yourself know any Native language? —I know four.

Do you find them of use in connection with your Police duties?—Very much so.

Have you been employed on special duties in the Police?—Occasionally.

Did you conduct yourself on those occasions to the satisfaction of your superiors?—Yes.

Is there anything on record which would show that?—Yes.

Have you found it difficult to control large bodies of men?—No.

It has been your ambition to rise to something better than your present position?—Always.

But if you remain in the Police, you cannot hope to do so?—I have made three separate attempts to be made Assistant Superintendent, and to my last application I have as yet received no answer.

You tried to be made Assistant Superintendent in Burma?—Yes.

What answer did you receive?—I was informed by the Inspector-General that my application had been sent on to the Chief Commissioner of Burma strongly recommended.

That is to say, the Head of your Department considered you a fit person to be Assistant Superintendent in Burma, and unfit to hold the same position in the Madras Police, in which you have served all your life?—I cannot say whether he considered me unfit or fit, but from the time I first made the attempt to become Assistant Superintendent, I have been repeatedly told that there was no grade in the Police for me higher than that of Inspector. The second time I made the attempt, I said that if I could not be promoted here, I would consent to go to Burma. I received an answer ignoring the portion of my letter in which I asked to be appointed here, and informing me that if the Inspector-General were asked to select persons for Burma, he would give me a chance; and on this I petitioned to be sent to Burma.

Has this system of denying promotion to Native Inspectors had any effect on the Police?—It has prevented good and intelligent men from entering, and, especially, it has prevented Asiatic Natives of intelligence and education from doing so.

In your opinion, would the Police have gained by the promotion of Inspectors of special ability and merit?—Immensely.

You know that several good officers have left the Force for this very reason?—Yes.

And that the positions they rose to in other Departments show that they were fit for promotion in this?—Yes.

Now taking the Police list, will you say which are the persons who pass the most difficult Departmental tests?—Inspectors.

The examination they pass are more difficult than those which Assistant Superintendents are asked to pass?—Yes. The examination laid down for Assistant Superintendents in 1870 was a fair enough test.

How long does it take an Assistant Superintendent at present to pass his examination?—Looking at the list of Superintendents, I should say two or three years.

Is the examination prescribed for Assistant Superintendents open to ordinary Inspectors?—No.

Is it open to Gentlemen Inspectors?—Yes.

So that it is open to one Inspector and not to another?—Yes.

Has there been an instance of an Inspector having failed to pass this easier examination and having had his appointment cancelled?—No.

Has the Secretary of State at any time authorized the constitution of distinct classes of Inspectors, that is to say, Inspectors who are gentlemen, and Inspectors who are not?—No, the only indication of anything of the kind is to be found in the Order of 1867, which says that an examination will be held on such a date for persons nominated by the Inspector-General.

You have read the Secretary of State's Order of 1879?—Yes.

Does it anywhere say that Assistant Superintendents in the Police shall invariably be Europeans, or is any exceptional power given to appoint Europeans?—No.

Madras.

Police.

Sec. III.

W. B. Leonard, Esq.

Do you think that the policy of the Secretary of State has been carried out in this Department ?—Certainly not.

Would it be well for the Police now if you were to leave it as other men have done ?—No.

Would the prospect of promotion encourage you to remain in the Police ?—Yes.

The *President.*

Have you anything further to say ?—No.

Witness No. VIII.—4*th August* 1887.

Examination of H. M. Upshon, Esq., Inspector, 1st Grade.

H. M. Upshon, Esq.

The *President.*

When did you enter the Department ?—I joined the Police in 1873 as Third-class Inspector, having previously been in private employ. I was born and educated in Madras of parents domiciled here. After a year in the third grade, I became a Second-class Inspector, and since 1881 I have been a First-class Inspector.

What are your views as regards the present constitution of the Police Department ?—I hold that the superior appointments should be open to Natives of India including domiciled Europeans.

Is there any class of Natives in this Presidency who would be sufficiently well educated to undertake the duties of Superintendent and Assistant Superintendent of Police ?—Yes.

Have you known any of the gentlemen born and educated in this country who have been to England to study for the bar ?—Yes.

And who have returned to India and attained leading places in their profession ?—Yes.

And others who have entered other professions ?—Yes.

And who have become officers in the English Army also ?—Yes.

Of the number of European and Eurasian boys who were educated in the local schools, can you call to mind any who are now carrying on business in Madras ?—Yes, a large number.

Is the present system of appointing Inspectors, partly by recruitment and partly by promotions from Head Constables, satisfactory ?—It is.

Have you served in the Mufasal ?—No. I wish in reference to my last answer to say that "gentlemen's sons," as they are designated, have been appointed First and Second class Inspectors greatly to the disadvantage of Inspectors already in the Force. There are twelve of these Gentlemen Inspectors now on probation for twenty-one Assistant Superintendentships.

And they impede the promotion of the ordinary Inspectors ?—Yes. I believe I have myself nothing further to look forward to in this department, and if I want better prospects, I must go elsewhere for them. In the Madras City Police there are two superior posts which formerly were open to Inspectors, but are now closed to them. One of the appointments I refer to is the Deputy Commissionership of the City Police. The Inspector-General recommended that the pay of this appointment should be increased from Rs. 500 to Rs. 750 so as to secure the services of a Staff Corps Officer. The Government sanctioned the increase and directed that the appointment should be filled by an experienced European Officer. Since that date the appointment has always been held by a gazetted Officer. In connection with this, I should like to quote the remarks of Colonel Drever, a very old Police Officer in this country. In 1883, Colonel Drever wrote thus :—"Nothing would induce X to promote to the grade of Assistant Superintendent an 'Inspector' who was not a gentleman by birth. However talented, zealous, and successful through all subordinate grades of Inspector a man might have proved himself, let him once reach that of First class on Rs. 200 per mensem, and, be he European, Eurasian, or Native, he had nothing further to look for. In these days of progress, social and otherwise, the fact is forgotten that it is not birth alone which makes the man, * * * and that many distinguished men rose high in the Civil Covenanted and Uncovenanted, Judicial, and other Departments of the State, who have not been born in the purple ?—It is impossible to say how different a service the Police would now have been if more liberal views on this subject had been entertained."

What do you think about the Pension Rules of your Department ?—I should like to see a graduated system of pension introduced, so that men could be got rid of who were physically unfit, but who still hold on to their appointments with a view to pension.

Are your Leave Rules sufficiently favorable ?—I have not sufficiently considered the subject.

Mr. *White.*

You acted for a short time for Mr. Ramachandra Rao as Assistant Commissioner of Police ?—Yes.

Were any complaints made that you did not perform your duties satisfactorily ?—Never in the whole course of my service.

When you held that position, you came in contact with a number of gentlemen in Madras ?—I did.

And as Inspector also you have met gentlemen and talked to them ?—Yes.

Have they ever complained that your manners were defective, or that they would raise any objection if you were promoted to a better position ?—No. As Acting Assistant Commissioner, I had occasion to see Mr. Justice Parker in a certain case, and I cannot complain that his manner to me was otherwise than it would have been to a gentleman Inspector.

You like the Police ?—Yes. I should be very sorry to leave it.

But I suppose that, for the sake of better prospects elsewhere, you would leave it ?—If my family interests required it.

Madras.

Police.

Sec. III.

H. M. Upshon, Esq.

You were once recommended for the post of Superintendent of a Jail?—Yes.

Did you ever ask for an Assistant Superintendentship of Police?—No.

Why not?—Because I felt that it would be asking without hope of getting.

Do you know that men have left the Police on this very account?—Yes.

Were they good men?—Very good men.

Were they fit to hold the post of Assistant Superintendent?—Yes.

Would they have done good service in this position?—I think so.

Do you think the Police has suffered from this obstruction in the path of Police Inspectors?—I think so; and I should like again to point out what Colonel Drever said with reference to this policy of "drift" as he called it:—"If persevered in," he said, "there can be no doubt as to the future of the Madras Police. The date of the total disappearance of the Army element in the force can be exactly calculated, and with it would necessarily go a good deal, if not all, of such military training as the commissioned officers have been able to impart. That it could for any prolonged period after this event be held together by untrained casual European youths picked up in this country, we do not consider possible. In a few years all that could remain would be an undisciplined rabble. What then is to be done?—Should Government hark back?"

The *President.*

Have you anything further to add?—No.

Witness No. IX.—*7th August* 1887.

Lt.-Col. W. H. St. A. Wilton.

Examination of Lt.-Colonel W. H. St. A. Wilton, District Superintendent.

The *President.*

When did you join the Department?—I was formerly an officer in the Madras local Army. I entered the Police Department in 1865 as Assistant Superintendent. I have had charge of Ganjam, Vizagapatam, Kurnool, Cuddalore was some months in Nellore and Masulipatam. When I entered the Department, it was entirely officered by military men. The system of bringing in civilians was begun, to the best of my recollection, in 1869. I was then acting as District Superintendent.

Have you had under you Assistant Superintendents recruited under both systems?—Yes.

In your opinion, which is the better system?—The system of appointing men from the Army decidedly. They know more of the habits and language of Natives and generally how to deal with Natives better. Before joining the Police they had served with Native regiments, and before they joined the Army they had been compelled to pass in Hindustani unless they had passed the Staff examination in that language — an examination which is equivalent to the present higher standard.

Those gentlemen were for the most part members of the Indian Army?—I think there were only one or two who were not. If I remember rightly, an officer joined from one of the European regiments.

Do you recollect whether or not officers appointed to the armies of the Company were obliged to go through Addiscombe or to pass a qualifying examination?—Yes; that was so.

So that originally the officers of the Madras Police had, or the majority of them had, passed the examination for admittance to the Army as well as the examination you have mentioned?—Yes.

And they had also had some years' experience of the country?—Yes, most of them from five to six years.

Are you satisfied with the present class of Assistant Superintendents? — Certainly not.

In what are they wanting?—In education and zeal. I do not think they take the same interest in their work as the old class did.

What changes would you make in the system of recruitment of Assistant Superintendents?—I think a man should have a course of special training.

How would you select in the first instance the men to be trained?—By a system of nomination followed by competition.

Would you have a physical test?—Certainly.

What are your views regarding the promotion of Inspectors, excluding those who are known as Gentlemen Inspectors?—I would be very glad to see any man who is thoroughly qualified promoted to be Assistant Superintendent.

Have you had any Inspectors under you whom you thought would make competent Assistants?—I have had several of whom I will only say that I should have liked to have tried them as Assistants.

Were they Asiatic Natives of the country?—They were Statutory Natives, men of pure Asiatic parentage and others. I have seen very good men of all classes. I should have liked to have tried some of them as Assistants, though I cannot possibly say whether they would have succeeded.

Is there any ground for the suggestion that in detective ability the Police are somewhat wanting?—I think they are not wanting in the Asiatic methods of detecting crime. The Native methods they all know, but to endeavour to teach them patience and to watch is almost impossible; it is the most difficult part of the Superintendent's or Assistant Superintendent's duty.

Do you think the superior officers of the Police apply themselves sufficiently to that duty?—I can only speak for myself and those who serve under me, and I can honestly say that I have tried to do so.

Have those who have served under you done so?—I think they have.

It is sometimes complained that the superintending officers now pay more attention to discipline and control than to supervising the Detective Department?—I think that is very true. When I was Assistant Superintendent in Ganjam, I frequently went out myself after cases; in fact, in the olden days, most of the Assistant Superintendents worked in that way. There is this to be said, that in those days Police organization was not so complete as it is now, and therefore the presence of a European officer was more urgently required in many cases than it is at present. The Inspectors we have now are, as a class, infinitely more trustworthy and more able men than they were. In those days, the European officer very often arrived on the scene of crime before the Inspector.

The Force is much more numerous now?—No.

In the rank and file?—No; numerically the Police Force has been greatly diminished.

Do you consider that as the Department is organized, you have a sufficiency of Assistants? Is it necessary to have an Assistant in every district?—I should prefer to see two Assistants to each Superintendent—one a European, and the other a Native or Eurasian. To make the Police more efficient, no doubt what we want is more intelligence and less numbers.

The lower grades of the Police are very poorly paid?—Yes. I do not think we should get any Constable to serve on his pay unless he could supplement it somehow.

The wage of a Constable is little more than that of a cooly?—It is not so much as a skilled labourer earns, and very little more than a cooly earns. In the Army they have an arrangement whereby a Sepoy gets an extra allowance, according as the price of rice rises, which gives him Rs. 2 and 3 and even Rs. 4 a month in addition to his pay. We have nothing of the kind in the Police.

I suppose by the Asiatic method of detecting crime, you mean the practice of encouraging so-called confessions?—Exactly.

The practice is still prevalent all over India? Yes, and I think myself that the Assessors and Juries like such confessions as much as the Police do; and the local Magistrates, too, are glad to have a confession, because they feel much happier in recording a conviction which is sustained by the confession of the accused. It is a most difficult feeling to eradicate. Unless you get your evidence immediately, no Court will accept it. Perhaps I ought not say that the superior officers devote themselves to discipline and control more than to teaching their men detection duty, but I think they put more heart into it.

Would you promote Head Constables to be Inspectors, or would you appoint to the Inspector's grade from outsiders?—I would combine the two methods. I have found them both to answer very well. The young men I am getting now as Head Constables are well educated; some of them have matriculated and they enter as Head Constables in the hope of becoming Inspectors.

Is it desirable to create a grade of Inspector on Rs. 400 to reward such men as you would not be prepared to recommend for Assistant Superintendentships?—I think the most crying want of the Police is better pay for Inspectors, and I think if you had that, you would not find so many crying out that they have been superseded by Gentlemen Inspectors.

Mr. *White*.

I suppose you know that some very good Inspectors have left the Police for other Departments?—Yes. A great many have left to go into the Salt, but I only knew one who was a loss to the Police.

Mr. *Ramasawmi Mudaliyar*.

Some have become Deputy Collectors in the Revenue Department?—Yes; we lost some of our best men when the Salt Department was reorganized, because they give their Inspectors such very good pay in that Department.

Mr. *White*.

You say the Native system of detection is purely Asiatic?—Yes.

Are there no domiciled European and Eurasian Inspectors who would detect according to the English principles of detection?—They try to, but how can they, if the men under them cannot. The Eurasian Inspector may think he has put a good watch on a man, but directly his back is turned, the Native staff prefer to lay hold of the man and get him to confess.

Is it a good system to get rid of your ablest officers and allow them to leave the Department?—No, and that is why I say give them extra pay. I say it is a disgrace to pay Rs. 200 to a man in the grade of a First-class Inspector.

Is it fair that incompetent men should be forced upon the Heads of Departments?—That is a very general question, but I should say it was not fair.

And, having done so, is it not more unfair to hold them responsible for the conduct of their Departments?—Yes.

You say you would like to see a better class of men induced to enter the Police?—I was speaking of Constables. I am satisfied with the class we are now getting in the higher grades.

Would your object be attained by shutting off prospects of promotion from the lower grades?—The only promotion a Constable can reasonably expect at present is a First-class Inspectorship, and he is not debarred in any way.

Is the best way to get good men in the Department to shut off all prospects of promotion?—The best way to induce good men to enter the Police is to pay them well. I think it is only right that tried ability should not be kept back in any way.

Mr. *Ramaswami Mudaliyar*.

You have had many Asiatic Natives as Inspectors under you?—Yes.

Do they not, as a class, know how to ride?—I must say that, as a class, the purely Asiatic Inspectors who have served under me have not been good equestrians.

Do they not ride as a class?—They generally prefer a cart: I try to keep them to the horse, but they prefer a cart if they can get it.

Have you seen no Native Inspectors who were really good riders?—The Native seat on horseback is peculiar. No doubt, there are some very fair riders among them. If a man sticks out his

Madras.

Police.

Sec. III.

Lt.-Col. W. H. St. A. Wilton.

toes a good deal, even though he keeps his seat, we do not call him a good rider.

Are they not, as a class, capable of much physical endurance ?—I have served in very feverish districts, and I must say they mostly had fever; more than I had, certainly.

You have not served in any of the Southern districts ?—No.

Witness No. X.—*9th August* 1887.

S. Narayanasami Chetti, Esq.

Examination of S. NARAYANASAMI CHETTI, Esq., Pleader and Municipal Commissioner.

The *President.*

What have you to say that concerns the subject of this enquiry ?—I am of opinion that appointments in the higher grades of the Police should be open to Natives, who might be selected from Police Inspectors of proved merit, Deputy Collectors and District Munsifs.

I have known personally some of the Gentlemen Inspectors who were made Assistant Superintendents. Their knowledge of law was poor, and that of the language and habits of the people, whose life and liberty were committed to their care, poorer still. The Munshis under them exercised great influence over them; at any rate, that was the belief of the people. Experienced Police Inspectors have been made Tahsildars and Deputy Collectors, and their experience lost to the Department. They are still in service, and might be taken back for the present at least as Assistant Superintendents of Police. I beg to give the views of one, who was formerly an Inspector of Police, and who is now holding a high position in the service of Government. He said :—" In the Police Department, there is not a single Native in the grade of Superintendent or Assistant Superintendent. No encouragement is given to graduates or other educated Natives even in the lower grades. The only appointment in the Police which an educated Native can take up is the post of Inspector. But generally these appointments are given away to men who have served in the lower grades of the constabulary. These men as a class belong to the lower orders of society, and the Native Police Inspector, who rises from the rank of a Constable, is not held in that estimation to which an officer of his rank is entitled, though very often he is dreaded for the powers he wields. The remedy lies in keeping the grades beyond the reach of Constables, and reserving them for men of education. By giving to educated Natives opportunities to distinguish themselves in the superior grades of Superintendents and Assistant Superintendents, the Department is sure to secure for itself at much less cost the services of men of approved merit, and quite as competent and good as the present staff of Europeans. Of course, the Constables must be recruited from the masses."

Is that all you desire to say ?—Yes.

MADRAS.

Police.

Section IV.—Written Evidence.

No. I.—E. Johnson, Esq., C.S., District Magistrate, Chingleput.

Madras.

Police.

Sec. IV.

E. Johnson, Esq., C.S.

Questions.	*Answers.*
1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. As a Divisional Magistrate, in six different districts, during 13 years; and as District Magistrate in three different districts during 3½ years.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. None.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. Certainly not. It secures a good man now and then, but under it there is no guarantee whatever that the nominee has the necessary education or ability. Some qualifying test is necessary. The plan proposed by Colonel Porteous does not seem to me at all a bad one, viz., to offer appointments to some of the higher failed candidates on the Sandhurst (or he might add, the Woolwich) list.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. As already stated, some are, and some are not. Some of the latter, ordinarily those who have been born in India, lack energy; others, owing to deficient early education, find it difficult to acquire the knowledge of the vernaculars and of law which are indispensable to the efficiency of a Policeman.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. Ordinarily about two years.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. Ordinarily they have an advantage in a colloquial knowledge of at least one vernacular; but want of energy is a very common fault with them. There are, of course, exceptions to the rule; but India is not a good training ground either from a physical or a moral standpoint.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. I would, in exceptional cases only; and would ordinarily appoint picked men of the Inspector grade, upon which the possibility of such promotion would act as a powerful stimulus to efficiency.
9. Do you see any difficulty likely to attend such a course owing (*a*), to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. If such promotions were made in the case of carefully-selected and well-tried men, I do not think that any difficulty would arise under heads *a* and *b*. Such officer should not be posted to planting districts.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	10. I would restrict such appointments to officers of proved merit in the Inspector's grade. They should be required to pass the existing test in law and departmental orders prescribed for Assistant Superintendents.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	13. I have no suggestions to offer on this point.

Madras.

Police.

Sec. IV.

G. McWatters, Esq., C.S.

No. II.—G. McWatters, Esq., C.S., District Magistrate, Salem.

Questions.	*Answers.*
1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. As a Magistrate, during 23 years, holding different appointments in seven districts of the Madras Presidency, viz., Trichinopoly, Madura, Tinnevelly, Coimbatore, Malabar, Chingleput and Salem.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. No.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. I certainly think not. The Madras Police was at its best between 1860 and 1870 when only Staff Corps men were entertained. Since the military men have been leaving it, the Force has been becoming gradually more inefficient. I would endeavour to obtain *quasi*-military men for Assistant Superintendents and Superintendents, as Staff Corps men are out of the question nowadays, by getting men specially trained in England, partly as military men, and partly as detectives. The Madras Police is terribly wanting in detective power now.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. There may be exceptions, but any I know are not the men the Force requires. They are wanting in powers of discipline and detective ability, and some do not know anything about law or the vernacular of their district. The present examinations are a mere show.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. It depends upon the nature of the education they have received. I should say at least three years.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. They generally know the vernaculars better to start with, but as a rule they want every other quality that tends to make a smart soldier or detective.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. I don't know any Native who would make a good Assistant Superintendent, but, if a really good man turns up, I think that he should be encouraged and tried. I wouldn't, even with an English recruitment, have so hard and fast a rule as to shut out real ability. Of course a loop-hole opens the door to jobbery, but I would risk that. The exceptions will be rare.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	13. Inspectors ought to be appointed by the Inspector-General on the recommendation of District Superintendents and the Deputy Inspector-General. Government ought not to interfere in the matter.

J. Lee-Warner, Esq., C.S.

No. III.—J. Lee-Warner, Esq., C.S., District Magistrate, Tinnevelly.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. I have been a full-power magistrate since March 1867, during which time I have served in many appointments in many districts where, as a matter of course, the work of the Police of various grades has been constantly coming before me.
2. & 3. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents? —Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	2 & 3. No experience.

Madras.

Police.

Sec. IV.

J. Lee-Warner, Esq., C.S.

Questions—cont.	*Answers*—cont.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. I think that the present mode of recruitment is as bad in theory as it has failed in some instances in the practical working. European recruits for this service should be obtained by open competition at home, as for other services.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. The Assistant Superintendents (with exceptions) who can be obtained under the present system of recruitment will not set proper value on appointments, which they have obtained by no effort of their own. They are often young men who have failed in everything that they have put their hand to at home; and it is not in the nature of things that they should look upon Police or any other work in this country except as a hardship and a bore. I cannot specialise the particulars in which they show their inefficiency; but from what I have said, it may be inferred that work done under such conditions is not their best, and that their best is not so good as can be got under a different system of recruitment.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. It takes young men educated in England about three years from date of arrival in India to become fairly efficient, and able to work independently.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. Young men educated in this country possess no advantage in any respect, physical, moral or educational. An educated Englishman of sufficient ability to pass a competitive examination without books at home can under proper guidance pick up the language and acquaintance with the customs of the country sufficient for all the practical purposes of his work in two or three years; and he starts from a higher level than a young man educated in this country can possibly reach to, even after he has become acquainted with power.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. I certainly think that Natives should be appointed to the offices of Assistant Superintendent ordinarily, as soon as a supply of sufficiently good men can be found. I do not advocate the appointment of Natives at present to the grade of Superintendent, until a certain trial of Native Assistant Superintendents has been made.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. If Inspectors can teach drill, Native District Superintendents (when such are appointed) will have no difficulty in mastering the science. As a matter of fact some Native gentlemen have a natural taste for soldiering. Native officers when they are given the authority, and have confidence in the backing up, have shown tact, courage and ability in dealing with riots, religious and otherwise, and I have no reason to suppose that a Native once appointed as Assistant Superintendent would not be equal to most occasions. As a matter of fact, religion sits rather loose on the educated Native of these days. I have not found that non-official Europeans despise the lawful authority of Natives in office sufficiently to make this a reason for not appointing the latter to the higher offices of the Police.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	10. I would not confine the selection among Inspectors. The recruitment could be equally well made from the Detective Department of the Salt and Abkári and other Departments of that nature, and from Sub-Magistrates, some of whom are better detectives than judges.

J. Lee-Warner, Esq., C.S.

Questions—cont.	*Answers*—cont.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	11. Physical power, mental energy, unsullied reputation are qualifications to be insisted upon; and their existence could be ascertained by reference to District officers. Among candidates adorned with such virtues a selection should then be made by examination of their knowledge of their duties as Policemen.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	12. I would certainly promote Inspectors to Assistant Superintendentships where it is possible to find the qualification set forth under answer to question 11.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	13. I have no practical experience.

H. M. Winterbotham, Esq., C.S.

No. IV.—H. M. Winterbotham, Esq., C.S., District Magistrate, Bellary.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. I have been Divisional Magistrate for 7 years in Malabar; 3 years in Ganjam and Vizagapatam; 1 year in Tinnevelly. I was Session Judge for 6 months in South Canara, and Acting District Magistrate for fractions of a year in Tinnevelly, North Arcot, Malabar and Bellary.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. No pure Asiatic has been District or Assistant Superintendent in this Presidency. If any Eurasian, or European domiciled in India, has held either of these appointments, I am not acquainted with him.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. As I understand, Assistant Superintendents are appointed by nomination of the Governor for the time being. I think competition to be a preferable method of appointment as a general rule, but it is instructive to see the two systems working side by side, and I should be sorry at present to see this interesting remnant of the days of patronage disturbed.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. I have known about a dozen Assistant Superintendents more or less intimately. As a body they certainly deserve to be called efficient.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. If he possesses no knowledge of the vernacular when appointed, it would take a steady hard-working man 18 months to become efficient. Most of the young men I have known have become fairly efficient in about two years.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. Young Europeans educated in this Presidency have generally a fair colloquial knowledge of Tamil and Canarese (the vernaculars prevalent in the Nilgiris) and this is doubtless a great advantage. Such men are, by general opinion, apt to be weedy and wanting in stamina.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. No, I would not; but neither would I advocate their appointment to the higher grades of the Magistracy to the displacement of Europeans for some time to come. My opinion is therefore heterodox. If a Native is fit to be Assistant and District Magistrate, he is certainly fit to be Assistant and District Superintendent of Police. Of course, I make no doubt that out of 30 millions there may be many Natives physically and mentally fit to hold any post.

Madras.

Police.

Sec. IV.

H. M. Winterbotham, Esq., C.S.

Questions—cont.	*Answers*—cont.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans ?	9. The question suggests three very weighty objections to such appointments.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents ?	10. If it be granted that Natives are to be appointed as Assistant and District Superintendents of Police, I would not prohibit the promotion of Inspectors. I would let merit rise from the ranks, as is now done in the British Army. It cannot be questioned that this opportunity of rising would immensely enhance the attractiveness of service in the Police. I would not, however, restrict the appointment to Inspectors.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree ?	11. We want men who are upright, truthful, steady, strong, courageous, hardworking, intelligent and conversant with the Native language and character. I have not the least idea how they are to be got. Selection by competition from amongst a number of nominees seems theoretically the most hopeful plan.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors ? Would you make any change in them ?	13. There are no rules that I know of. No examination test is imposed. The District Superintendent nominates, and the Inspector-General appoints subject to any valid objection on the part of the District Magistrate and Deputy Inspector-General. I don't know that any change would be for the better. The recent system under which raw European lads are allowed to hold posts which would otherwise be filled by experienced Inspectors is, I think, a very great evil. The Police Inspector is as indispensable to the Superintendent, as the Tahsildar to a Collector or the Sergeant to the Captain of a company. He should be the one detective agent in whom Superintendent and District Magistrate can trust, and if the Inspector's place is filled by an inexperienced lad fresh from Europe, the low-paid Head Constables are the only persons to whom we can look for the detection of crime.

No. V.—W. Logan, Esq., C.S., District Magistrate, Malabar.

W. Logan, Esq., C.S.

1. What opportunities have you had for becoming acquainted with the work of different classes of Police officers ?	1. Magisterial experience of 24 years off and on has given me ample opportunity.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents ?	2. I have had experience of one European domiciled in India as Assistant and also (for a short time) as District Superintendent of Police.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so ?	3. He was thoroughly efficient.
4. Do you think that the present mode of recruitment of Assistant Superintendentships secures as good men as could be procured for the service ? If not, what change would you suggest in the mode of appointment ?	4. I am not very sure that I quite correctly understand how Assistant Superintendents are recruited, but if the Inspector-General is left quite free (as I believe) to select the best men he can get hold of, and to give them a term of probation, I don't see how the mode of recruitment can be improved, unless he were permitted to go farther afield for them.

Madras.

Police.

Sec. IV.

W. Logan, Esq., C.S.

Questions—cont.	*Answers*—cont.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. Assistant Superintendents educated in England vary largely in quality; as a rule they are efficient.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. With average abilities an Assistant Superintendent educated in England should be fairly efficient within the year.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. Men educated in this country have generally an advantage in being able to speak with fluency and accuracy one or more Native languages, but that advantage is, in my opinion, generally more than counterbalanced by a certain narrowness and meanness which a boy educated in a good school at home gets kicked out of him. Natives in subordinate capacities, in my experience, very much prefer to be controlled by men educated in England.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. Trust your Inspector-General of Police and give him free scope to select the best men he can lay his hands on, and if he is to be trusted, he will not hesitate to appoint Natives as Assistant and District Superintendents whenever they show the necessary qualities. I am dead against Natives being *ordinarily* selected for such posts.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. I see immense difficulties in the way of *ordinarily* selecting Natives as Assistant and District Superintendents, for *ordinary* Natives lack the moral backbone which is a *sine quâ non* qualification for officers employed in *our* administration of the country. Some Natives I could point out have, in my opinion, all the qualities necessary for dealing with all the difficulties (*a*), (*b*) and (*c*), suggested in the question. But the Inspector-General is not infallible nor am I, and when it is found that a wrong estimate has been formed of a man's character or qualifications the rules of the service should permit of his summary reduction from a position to which he had been elevated beyond his deserts, without its being necessary to prove the correctness of the wrong estimate of his character with all the precision of a proposition in Euclid. "Once an Assistant Superintendent always an Assistant Superintendent" should not be an inflexible rule in any Department in which the Head of the Department is to be held responsible for its efficiency. Nothing would more conduce to general efficiency in my opinion than relaxation of the rules regarding the right to appeal from a sentence of dismissal or reduction. I have known men whom District officers considered, for cogent reasons all of which could not well be committed to paper, to be utterly worthless scamps reinstated in their appointments, or allowed to continue in their appointments, simply because a sufficient case could not be made out against them *on paper*. I have travelled out of the strict limits of the question in bringing this point forward, but it has, in my opinion, more to do with *efficiency in all Departments of the Public Service* than any system of selection that has been tried so far.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	10. Tell your Inspector-General to select the best men he can find for Assistant Superintendent appointments and trust him to select Inspectors if they are qualified.

W. Logan, Esq., C.S.

Questions—cont.	*Answers*—cont.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	11. One would not select as a carpenter a man who could handle neither chisel nor plane, nor would one select as an Assistant Superintendent a man with abilities unequal to the task of mastering the intricacies of the Acts and Regulations he had to administer. Examinations, however, are a poor test of administrative ability; they are only necessary to test the fact whether the person selected as a carpenter (let us say) is not, as matter of fact, a barber or a fool. Having acquired the rudiments of his calling, common sense must be left to increase his skill and keep him right. One Assistant Superintendent with common sense and energy combined with a sufficient knowledge of his books is worth half a dozen with the I. P. C., C. P. C., Police Act and all other Acts and Police rules and all the other rules and regulations at their finger tips.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	12. I would certainly promote Inspectors to the higher grades, if they deserved promotion, and I would as certainly send them back summarily to their former grades if I found them incompetent.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	13. The present rules regarding recruitment of Inspectors work well enough I think. The District Superintendent selects his men from other Departments as well as his own.

No. VI.—W. H. Glenny, Esq., C.S., District Magistrate, North Arcot.

W. H. Glenny, Esq., C.S.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. Confidential intercourse with the Superior officers for twenty years.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. "One domiciled European" only have I known.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	3. He was a perfectly useless officer for anything but the merest routine. His inefficiency was the result of an intellect naturally below the average, and totally uncultivated. He failed on every occasion where any intelligent action is called for.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. It does not. Mere relationship to old officers seems the qualification, and it has given us many bad bargains. There should be a test by examination, a physical test, military training; and appointments should be direct to the Assistant Superintendentship but probationary.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. As I have said, many are not efficient; but this is not because they were educated in England. The inefficiency is owing to lack of brains, lack of education, lack of "smartness," lack of physical activity, inability to ride, &c.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. A very short time—say, a year or so.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. I don't believe that any advantage worth speaking of results from an education in this country. The only possible one would be colloquial knowledge of a vernacular Indian language. Against this trifling advantage, you must set overwhelming disadvantages; want [illegible] English manliness, frankness, moral courage. [illegible] is not definable in words, but in actual life the "country-bred" boy of English blood is always in a position of marked and conscious inferiority when he is among English-bred men of his own race.

Madras.

Police.

Sec. IV.

W. H. Glenny, Esq., C.S.

Questions—cont.	*Answers*—cont.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. Never.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. I see difficulties, which to me seem insurmountable, on all three scores. You *might* get over difficulties (*a*) and (*b*) in a rare case now and then. But (*c*) is an every day case; and even if your Native were in fact impartial, he never would be credited by either party with freedom from bias.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	12. I would reserve the Superintendentships and Assistant Superintendents strictly for English-bred (I don't say English-born) Englishmen (of course English includes Scotch and Irish) and close the door absolutely against Inspectors unless they came into this category, and moreover were gentlemen by birth, education and breeding. I would make the promotion quite as rare, or rarer, than is promotion from the Non-Commissioned Officer grades in the Army to a Commission.

H. G. Turner, Esq., C.S.

No. VII.—H. G. Turner, Esq., C.S., District Magistrate, Vizagapatam.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. Have been intimately associated with the Police during the greater part of my service of 23 years. Was myself in the Police for a year and a half and have been continually with them, excepting the six years I spent in the Post office. During the last six years, I have, as Sessions Judge, had their work constantly before me, and in my yearly tours I am in contact with every grade. I am familiar with the work of all classes. Two or three years ago, when it was proposed to appoint a Civilian to be Inspector-General of Police, my name was under consideration for the post, as it was supposed that I knew more about the work than other Civilians.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. Have known one or two domiciled Europeans, but no Eurasians or pure Asiatics in occupation of the office of Assistant Superintendent.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	3. They were not absolutely inefficient, but they were wanting in one or other of the following characteristics—veracity, energy, pureness of morals and of conduct with Natives in pecuniary transactions, intellectual capacity and education.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. I do not know precisely how Assistant Superintendents are selected. The more the selection is confined to the English Public school youth, the better will the result be.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. Yes. I think they form the best material procurable. A youth with decent home influences and of Public school education becomes a "lord of the human race," and no better man can be had for the Police than such a youth with such an education. Probably they would reap advantage by being attached as officers to the constabulary at home before they came out, or to a

Questions—cont.	*Answers*—cont.
	regiment. The men selected from the Madras Army by Sir William Robinson were a very excellent class of officers, and they formed the force into what it now is. By attaching the Public school youth (after selcetion in any convenient way) to a regiment, we shall get practically the same stuff as Sir William Robinson procured. Nothing can be better than this.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. A young man fresh from England with a fair education, good understanding and of active habits is efficient in a fortnight. He has of course to go through a little office work before he assumes charge of a division. Every week I read reports from four Police officers in this district, and it is always from the youngest that I get the best information. He is green, but he is fresh; and his diaries are equally refreshing. There is no doubt about his efficiency. The way he rides and inspects and drills and instructs and admonishes his men is surprising. There is nothing of importance that he cannot learn in a very short space of time. True, he does not know the language, but after all that is a small matter. Clive could never speak a word of Hindustani. Moreover nowadays there is always an English-speaking Inspector or Constable handy.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. Certainly not. They may know the language, but I set little store on that. In every other point of view they are decidedly inferior.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. Decidedly not, excepting however this that I would admit Native Inspectors of exceptional merit to the rank of Honorary Assistant Superintendent. Not only do I see difficulty in such a course, but I cannot conceive any District Magistrate, who has on his shoulders the responsibility for the peace of the district and who has the care of the lives and property of a million or two of people ever giving ear to such a proposition.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. *Et. seq.* I am no fanatical opposer of the advancement of Asiatics to a share in the administration of the country. I am quite ready to admit their claims to many appointments now occupied by Civil Servants of every denomination. As, Judges, as Collectors (if dissociated from District Magistrate), as Educational officers, selected men from the Native ranks will do well. But they will never be fit for Superintendents or Assistant Superintendents until the whole system of administration is changed from our English lines to the Native lines. Whether the one or the other is more suitable for the country is not the question. It is certain that the English nation will not suffer their Indian possessions to be administered in an Oriental way. They will not tolerate Native notions of justice. If it be thought that the Natives have become imbued in a couple of generations with those principles of liberty and fair dealing that guide, very often unconsiously, our administration of the land, no better test of such a nation can be taken than to ask them whether they would rather be governed by a Native Superintendent or by an Englishman. I am

Madras.

Police.

Sec. IV.

H. G. Turner, Esq., C.S.

Questions—cont. *Answers*—cont.

quite certain that there will be only one reply to such a question. While we see Inspector Ramaswamy or Inspector Syed Khan on his outside, they—the poor people who are mostly exposed to the power of the Constable—know his personal character and private habits, and I am confident that their cry would be "Lord deliver us out of his hands." Therefore, my chief objection against the appointment of Natives to these offices is that they would abuse the power placed in their hands. Every class from the Brahman to the Pariah would fear a Native Superintendent. The whole country-side would become a mass of intrigue, some one more plucky or reckless than his fellows would stab him and there would be an end to the experiment. This is my confident belief. It is not necessary to discuss the question whether a Native Superintendent could put down, *with justice and moderation* an outbreak among Hill Tribes or among turbulent religious sects, or whether he could support the dignity of the law in conflict with Europeans, who are not employed in the administration. Of course, he could not do so. Natives have not the character, self-restraint, power of control or judgment, or knowledge necessary for such work. They are excellent when led and directed, as all our annals tell us. Why we should seek to go contrary to the teachings of history, why we should abandon the evidence of recorded facts and grope after novel doctrines of untried theory is hard to guess. As themes for academical discussion, these theses are all well enough, but when it comes to reduce them to practice, and place the peace of millions of men in jeopardy, it is time to remonstrate. Let us not forget that we are only just substituting the Police for the Military, that order has hitherto been kept by the Sepoys and a quantity of English officers: now we propose to keep the peace by a lot of Constables and one or two English officers. This is a risky change. Perhaps, people think that an Indian district is so orderly that peace keeps itself. I have never yet heard of any country where it is not necessary to have force at hand as the ultimate arbitrator, and I often wonder whether the withdrawal of regiments and the substitution for them of the Constabulary is altogether safe. It seems to be nothing but a great piece of unwisdom to further handicap our position and our power to keep the peace by placing above a thousand armed men at the command of a Native official. If he is inefficient, the proposal is self-condemned: if efficient and capable of acquiring command over the men, are we not playing with edged tools?

J. G. Horsfall, Esq., C.S.

No. VIII.—J. G. Horsfall, Esq., C.S., District Magistrate, Ganjam.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police officers?	1. I have held the offices of Sessions Judge, District Magistrate, Joint Magistrate, Head Assistant and Assistant Magistrate since 1864.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	2. In none of the districts in which I have served have there been Native District or Assistant Superintendents.

Madras.

Police.

Sec. IV.

J.G. Horsfall, Esq., C.S.

Questions—cont.	*Answers*—cont.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the service? If not, what change would you suggest in the mode of appointment?	4. The present mode of recruiting has so far as I am aware worked well and I have no change to propose.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	5. Yes; but I would make the period of probation as Inspectors longer and the pass examination a good deal stricter, especially in the language of the district in which he is serving.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	6. I consider that two years is not too long a time for young men educated in England to become fairly efficient after their first appointment as Inspectors. I am aware that many have succeeded in much less time.
7. Do young men educated in this country possess any advantage in this respect, and, if so, is that advantage counterbalanced by inferiority in any other respect?	7. The advantage of fluency in a Native language as a rule. This is very important, but does not counterbalance the inferiority in other respects.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	8. (*a*) Certainly not. (*b*) Yes, in exceptional cases, in cases of approved probity, long service, and acknowledged ability. The knowledge that such promotion was open to them would prove a powerful incentive to Native Inspectors.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	9. (*a*) Certainly in a district like the Ganjam District where we have turbulent hill tribes like the Khonds and Sourahs, it would be unsafe to have a Native as Superintendent. (*b* & *c*) Not so far as the Madras Presidency is concerned.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendent?	10. I would make probationary service as an Inspector the invariable rule.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	12. In exceptional cases only—*Vide supra* paragraph 8.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	13. I would permit promotion from the lower grades to that of Inspector.

PROCEEDINGS
OF
THE SUB-COMMITTEE,
PUBLIC SERVICE COMMISSION.

CENTRAL PROVINCES.
Police.

Section I.—Note by the Sub-Committee.

Central Provinces.
Police.
Section I.

The Sub-Committee did not visit the Central Provinces, and the information in this note is taken from a letter of the Chief Commissioner, and its enclosures, supplemented in one or two places by the printed Police Report for 1886 and from replies to a series of questions on the subject sent to selected officers.

The Force consists of 8,704 men and officers. The superior officers are one Inspector General, an officer of the Army, who is also Inspector General of Jails, on R1,800, and 18 District Superintendents on pay rising from R500 to R1,000. There are two Military officers among them whose pay can by personal allowances be made up to R1,200, and six Assistant District Superintendents of the A Division on R250 rising to R300. These are all Europeans not domiciled in India, except one District Superintendent on R600, who is a Hindu. First appointments to the grade of Assistant District Superintendents are made by His Excellency the Viceroy. The officers thus appointed are considered probationers until they have passed the prescribed examination in Law, Procedure, and the vernacular languages of the Provinces and are then only considered eligible for promotion to the higher grades.

Promotions to the higher grades are made, as a rule, by seniority on the recommendation of the Inspector General.

The subordinate officers drawing pay of R100 and over consist of—

5 Assistant District Superintendents of the B Division on R250.
38 Inspectors in grades on pay rising from R100 to R200.

Among the subordinate officers, nationalities are thus represented :—

Europeans		...
Eurasians		19
Hindus	Natives of India	12
Mahomedans		11
Others		1

Assistant District Superintendentships of the B Division are given to Inspectors for whom promotion to this grade is ordinarily considered to be the final reward of good service. They are not eligible for further promotion, and no one entering the subordinate branch can now rise to the higher grades.

Inspectors are promoted from the lower grades in the case both of Natives and Europeans or Eurasians, and of late years no appointments of outsiders have been made to this grade.

Sub-Inspectors also, as a rule, are promoted from the lower ranks; but by recent orders (March 1885) 18 out of 70 Sub-Inspectorships are to be reserved for men of good education and position, who will be nominated by the Inspector General, to whom Deputy Commissioners are to make recommendations.

The following is a *resumé* of the opinions of officers consulted respecting the comparative value of the services rendered by persons of various classes now employed in the Department, the present system of recruitment for the office of Assistant District Superintendent, and the larger admission of Natives to that grade. There is a general agreement that the present mode of recruitment is not altogether satisfactory. It gives boys who have probably failed to get into the Army or other branches of the public service, and are consequently deficient in education, while departmental necessities often raise them in a couple of years to the Police charge of a district for which they have failed fully to qualify themselves. A system of competitive examination among nominated candidates is recommended by some witnesses, and the nomination of English boys educated in India where they can be found, while one witness would recruit mainly from Subalterns of the Army. The opinions regarding the efficiency of officers of this class formerly in the Force and few in number are conflicting.

As regards Natives, there is strong testimony in favor of the efficiency of the one Hindu District Superintendent; but he is a Sikh; and, while several witnesses see no reason why small districts should not be placed in charge of Native District Superintendents, they admit that it would be difficult, if not impossible, to find men qualified for the office among the Native Inspectors of the Force, or among the educated classes of the Provinces. These last are not of those castes or sections of the population in which the physical energy and power of commanding men necessary for a good Police officer are generally found. The Chief Commissioner writes that for the control of the District Police, European officers are, in his opinion, generally superior to Natives.

As regards officers of the classes comprehended under the term Statutory Natives, *viz.*, domiciled Europeans, Eurasians, and pure Asiatics, Mr. Lindsay Neill, Commissioner, Nagpur Division, has had some experience of officers of the three classes, and considers that they were efficient and capable officers in their way, but that each of them was at a disadvantage owing to defective education and consequent inability to take a broad view of facts, and several of them seemed inclined to subordinate principle and correct procedure to the obtaining of results.

The present method of recruitment gives many young men who have failed for the Army or in other lines, appointed apparently because their fathers are thought to possess claims on Government. Some are efficient, more will become so. On the other hand, not a few are imperfectly educated and are wanting in application and industry. They rise too rapidly to positions of responsibility, *i.e.*, the office of District Superintendent, and become arrogant and conceited. It takes five years as a rule for them to become efficient, and they act as District Superintendents before that. Mr. Neill does not think that young men educated in this country possess any advantage over those educated in England, and would appoint Statutory Natives as Assistant District Superintendents only in exceptional cases.

Colonel H. C. E. Ward, now Minister of the Bhopal State, but for 20 years a Deputy Commissioner and Officiating Commissioner in the Central Provinces, says that his experience of the young men appointed under the present system of recruitment is small. Some with whom he worked were efficient when they had gained experience. This took about two years. As to domiciled Europeans and Eurasians he cannot speak, but a Sikh District Superintendent was in all respects one of the best Police officers he ever worked with. A Mussulman Assistant District Superintendent was a good officer for all ordinary work, but not the man for an emergency. He would advocate the appointment of Natives—pure Asiatics—as Assistant District Superintendents and District Superintendents in small districts and places where Native regiments are located. They should not be employed in places where there is a European military force. There would be no difficulty as regards military or *quasi*-military duties or in keeping the peace between turbulent sects, for which the exceptional Native is quite equal, though the ordinary Native is not. The non-official European also requires exceptional treatment. Colonel Ward would not, as a rule, promote from the grade of Inspector to Assistant District Superintendent; but if he found an exceptional man among the Inspectors, he would promote him at once, placing him on probation for 4 or 6 months under selected District Superintendents. The rule, however, should be to bring in new men.

Mr. J. W. Chisholm has served as Subordinate Magistrate, District Magistrate, and Commissioner for many years, and for two years as Inspector General of Police. He has had but small experience of superior Police officers taken from domiciled Europeans and pure Asiatics; he has known only three of the former, and two of the latter. The last mentioned were selected men who had merited exceptional promotion for having done remarkably good service in the subordinate grades. All were, taking them all round, as efficient as other District Superintendents. The present system of recruitment is defective, inasmuch as it bars all advancement from the lower grades, thereby discouraging good men from entering those grades and disheartening those already in them. Mr. Chisholm would not change the general lines now followed in appointing Assistant District Superintendents, but would notify that the higher appointments are open to men of the lower grades, who show themselves in every way qualified to rise, and would make such promotions when suitable candidates were available, though he admits that there are at present few such candidates. Taken as a body, the young men obtained under the present system, once they are trained—work very well. There are of course exceptions, as in every service. For the first year of their service, they are of little use from their ignorance of the language and customs of the people. Some show more aptitude than others, but very few can do much in the way of responsible work till they have completed two years' service. Young Englishmen educated in India, from their knowledge of the language and customs of the people, are more useful; and if their youthful training and education be good, there is no counterbalancing drawback to this advantage. The number of suitable young men in India so brought up is, Mr. Chisholm thinks, limited, and there could therefore be no recruitment to a large extent from this class. In the Central Provinces the time has not come when Natives could, in the interests of the public service, be appointed Assistant District Superintendents, as an ordinary arrangement, nor are there suitable candidates available among Natives of the Province for appointment. In addition to general educational attainments and some guarantee as to character which are needed in all branches of the public service, there should, in the case of an officer's appointment in the Police, be a reasonable assurance that the candidate will have courage and force of character. He should also have a good stock of energy, be of active habits, of sound physique, and a good rider. Many of the qualities required are just those in which most of the youths of any position in these Provinces are singularly deficient. As a fact, young men are not available who could ordinarily be appointed as Assistants in the Police. On the other hand, in exceptional cases, in Mr. Chisholm's opinion Natives might well be appointed; but this could only be after a period of training in subordinate appointments, and after they had shown their fitness for the higher posts. If only properly trained Natives are selected to hold districts, he anticipates no difficulty. A man like Sardar Ratan Sing, of Raipur, with endless resource and pluck, would deal quite as vigorously with a disturbance as an Englishman. At the same time his efficiency is the outcome of a long course of discipline and training. He would, as a rule, promote Natives from Inspectors to the higher grades if fit. In the Central Provinces he knows of no men who could with the slightest hope of success be appointed at once as Assistant Superintendents. In other Provinces there may be suitable young Natives fit for such posts, but he would counsel experiments of this kind being tried on a limited scale. There is experience to hand in the case of Native States, and such experience is not encouraging as regards Police management. It would be a wise policy to declare frankly that most of the higher Police appointments must be held by Englishmen, but at the same time to promote exceptional Natives to the charge of districts when they have proved their fitness to hold such charges. The assumption in the case of every young fellow appointed an Assistant District Superintendent is that he possesses pluck, power of endurance, energy of character, and a high sense of duty. The possession of these qualities cannot be tested by any system of examinations; but the selection to these appointments as now made is from a class of English youths who usually possess them. He does not see how any mode of selection could ensure these qualities in Native youths trained under altogether different conditions, and fears that if the experiment is tried in any Province of appointing such youths, the necessary qualities, in the absence of preparatory discipline in subordinate posts, would too often be found wanting. He would, as already stated, promote Inspectors, provided that they had proved themselves in every way fit for promotion. Some assurance can be entertained of a man doing well who is selected after careful trial.

Mr. S. Ismay, c.s., Officiating Deputy Commissioner, Nagpur, has served in the Central Provinces since 1871 in the offices of Assistant Commissioner, District Superintendent (two years), Inspector General of Police (six months), and Deputy Commissioner. He has known two pure Asiatics and three or four Natives in the more extended sense in the higher grades of the Police. Of the former, he considered one grossly inefficient; the other is fairly efficient. Domiciled Europeans are as a rule efficient. They know the language and understand Natives, but they are often afraid of responsibility and inclined to be under-hand. The present system of recruitment is not good. It gives boys who were failures at home. Some turn out fairly efficient; others very much the reverse. A fairly educated boy of average ability should be of use in two years, and fit for independent charge in five years. Young men educated in this country have a great advantage at the outset. They are, however, too often of inferior physique and wanting in energy. In Mr. Ismay's opinion also, they cannot, as a rule, be so implicitly trusted as men who have been educated among English surroundings. A mixed system of nomination by competition among nominated candidates, in which a fair proportion of marks would be given to riding, gymnastics, &c., commends itself to him as a better mode of recruitment than that in force at present. He would not advocate the appointment of Natives to be Assistant District Superintendents and District Superintendents in the Central Provinces. A fair English education is indispensable and the educated Natives in the Central Provinces would not make good Police officers. The people in the Central Provinces are generally more amenable to orders, and non-official Europeans are few and far between, so that difficulties which may exist elsewhere are not to be apprehended in the Central Provinces if Natives be appointed. In that case qualified Inspectors might be promoted to be Assistant District Superintendents; but qualified men would be rarely met with. Outsiders of good caste, family and English education, good physique and active habits should be appointed on the mixed system of nomination and competition suggested above. There should be the same line between Inspectorships and Assistant District Superintendentships as between the Commissioned and Non-Commissioned ranks in the Army; and only for some extraordinary reason should an Inspector be promoted. Unless this is clearly understood, a young man is apt to take a European Constableship or Inspectorship in the hope of promotion, and when no such promotion comes, he developes into a grumbling, discontented, and useless official.

Colonel Boyce Thomas, Deputy Commissioner, Raipur, has had experience of the work of only one or two Statutory Natives as Assistant District Superintendent or District Superintendent, and thinks that they were fairly efficient. He considers that fairly efficient men are obtained by the present system of recruitment, but that competition in England would bring in better men. At present men are procured who have failed for other branches of the public service. Men of ordinary intelligence become fairly efficient in two years, and, except in knowledge of the vernacular, men recruited in this country are not superior. He would appoint Natives, *i.e.*, pure Asiatics, as Assistant District Superintendents only in very exceptional cases. There would be difficulties arising from the *quasi*-military duties of the District Superintendent, and from the necessity for keeping the peace between turbulent religious sects, especially in places where unemployed Europeans seeking work or going about begging are at all numerous, as Native District Superintendents would be practically of little use to a District Magistrate. Where it is thought necessary to appoint them, they should be brought in direct from men of good families, and not promoted from the Inspector's grade. They should be well educated and pass a qualifying examination. European Inspectors should not ordinarily be promoted to be Assistant District Superintendents.

Mr. R. H. Hamilton, District Superintendent of Police, Jabbulpore, has been a District Superintendent for 21 years, and has had experienee of domiciled Europeans, Eurasians, and pure Asiatics in the offices of Assistant District Superintendent and District Superintendent. The Eurasians and pure Asiatics, being men of long and approved service, were particularly efficient. The men appointed under the present system are, as a rule, efficient; but competition among nominated candidates would give better educational qualifications. Candidates take two years to become efficient, and the system of training them is not the best. Young men educated in India have no advantage over those educated in Europe. As a rule, they do not even learn the language of the country till they get an appointment. In small districts, where there are no large towns and no non-official Europeans, Mr. Hamilton thinks that Natives would do very well as District Superintendents. Young men of good family, good physique, fair education, a knowledge of English, and, to some extent, of English manners and customs should be appointed Assistant District Superintendents by competitive examination where sufficient candidates are available; and, as a rule, Inspectors should not be promoted to be Assistant District Superintendents.

This view is perhaps qualified by a subsequent answer in which Mr. Hamilton states that he would promote Inspectors when qualified, unless he refers in it to European Inspectors.

Colonel H. A. Hammond, District Superintendent of Police, Nimar, has been serving as Assistant District Superintendent, District Superintendent, or Inspector General of Police since June 1862, and considers domiciled Europeans and pure Asiatics decidedly inferior as Police officers to officers of the Army, or young men educated as gentlemen in England. They have not the same high sense of honor and duty, and cannot therefore command the same degree of respect from their subordinates. They cannot understand the meaning of true discipline and subordination, and are consequently not to be relied upon for effectively controlling their men or for loyally obeying their superiors. Their standard of honesty and duty is lower. The men obtained by the present system of recruitment on the whole prove efficient as Assistant District Superintendents; but, in Colonel Hammond's opinion, a large proportion of them ought to be recruited from Subalterns of the Army, who, having learned discipline for 3 or 4 years, know how to command. It is not fair to expect men just turned out from school to be at once competent to command a body of Policemen; and the required knowledge would be gained more easily in a regiment than in the Police Department. The young men now obtained ought to be fairly efficient within a year, but should not hold Police charge of a district under two years. Possibly those educated in this country have an advantnge at starting in their better knowledge of the language; but this would be more than counterbalanced by inferiority in other respects. Members of the Police Force are more intimately mixed up with the masses of the people than the members of any other Department; and certainly no other Department has such daily opportunities for working good or evil in the name of the Government. Scattered as the force is over the whole country, the policeman in many parts is the sole visible representative of the Government; it is therefore all important that he should be kept as honest and upright as possible in all his duties. The ordinary Constable's code and standard of morality, however, is doubtless much affected by that of his superior officer; and the District Superintendent who without due inquiry or check winks at the submission of an incorrect return, permits a serious crime to be entered under a less heinous heading in his returns, or possibly allows the case to be altogether omitted, will not find his subordinates over particular in the matter of bribery or false reports. Colonel Hammond does not mean to say that such cases will occur in those districts only where the Superintendents are pure Asiatics or domiciled Europeans or Eurasians; but he holds that the standard of right and honor held by such men is usually lower than that held by educated English gentlemen, and as a consequence the standard of their subordinates also is lower. He thinks that he would perhaps be more correct in saying that wrong will be less strictly kept in check and feebler endeavours will be made to raise the low Native standard of duty and right. He would appoint Natives as Assistant District Superintendents only under the most exceptional circumstances, but does not think that any difficulty would arise from the necessity for keeping the peace between turbulent sects, as in the Central Provinces caste-feeling does not run high, and the population is not turbulent. The principle of appointing Inspectors from the lower grades of the Force should be adhered to. An outsider is from his ignorance incompetent for the duties, and falls into the hands of sharp subordinates. Such appointments also cause discontent, and consequently bad work among the officers superseded. The appointment of an outsider, if considered advisable for other than departmental reasons, should be made on probation.

As regards the classes who seek employment in the lower grades, the Inspector-General considers that Mahomedans show more aptitude and liking for Police work generally than the Hindus of this part of the country. They have, he says, stronger military instincts, are quicker in learning their drill, and are more easily reconciled to the constant knocking about which service in the Police entails. At the same time also as the literary attainments necessary for service in the Police are not so great as for other Departments, they seek employment in the Police more readily. He does not, however, think that they have the natural ability of the Hindu; and when a Hindu can be got who has a liking for the semi-military life of a Police officer, he is, as a rule, a much more intelligent and a more reliable man than a Mahomedan. On this Mr. Mackenzie, the Chief Commissioner, remarks that the Central Provinces Police is lamentably weak in detective ability—a fact which may be accounted for by the reluctance of smart Hindus of some education to enter the ranks of the Non-Commissioned officers.

Central Provinces.

Police.

Section II.

Section II.—Information supplied to the Sub-Committee by the Central Provinces Administration.

No. 2541—135, dated Nagpur, 21st May 1887.

From—A. H. L. Fraser, Esq., c.s., Officiating Secretary to the Chief Commissioner, Central Provinces,
To—The President, Sub-Committee, Public Service Commission.

With reference to your letter No. 248S., dated 29th March last, I am directed to forward copy of a note by Colonel Bowie, Inspector General of Police, containing the information asked for. I am also to forward copies of the papers noted in the margin to which Colonel Bowie has referred.

(1) This Office Circular No. 1380—42, dated 26th March 1885.
(2) Inspector General's Circular No. XI of 18th January 1876.
(3) This Office letter No. 3589—154, dated 19th July 1884.
(4) Inspector General's Circular No. VIII, dated 3rd August 1882.
(5) Inspector General's Circular No. IV, dated 22nd September 1883.
(6) This Office Book Circular No. XIII, dated 12th October 1875.
(7) Inspector General's Circular No. VIII, dated 26th June 1879.

2. I am to say that the only remark which the Chief Commissioner has to make is that Colonel Bowie in the concluding part of his note seems to lay rather too much stress on the semi-military duties of the Police, and too little on their work of detecting crime. In this the Central Provinces Police is lamentably weak—a fact which is perhaps to be accounted for by the reluctance of smart Hindus of some education to enter the ranks of the Non-Commissioned Officers.

3. For control of the District Force, European Officers are, in Mr. Mackenzie's opinion, generally superior to Natives.

Replies to questions contained in letter No. 248S., dated 29th March 1887, from the President of the Public Service Sub-Committee, to the Secretary to the Chief Commissioner, Central Provinces.

Question No. 1.—The present regulations of the Department as to admission to the various grades and ranks of which it is composed and to promotion therein, or, if no such regulations exist, a statement of the principles by which the departmental or other authority invested with the duty is guided in making first appointments to, or promotions in, the Department?

The Police Department in these Provinces is composed of two branches—the Higher and the Subordinate. In the Higher branch are included the Inspector General, the District Superintendents, the Assistant District Superintendents, 1st grade, and the Assistant District Superintendents, 2nd grade, A Division.

In the Subordinate branch are included the Assistant District Superintendents, 2nd grade, B Division, the Inspectors, the Sub-Inspectors, the Chief Constables, the Head Constables, and the Constables. There are also in this branch European Constables of the same rank and pay as the Sub-Inspectors and the Mounted Police, who rank as Head Constables and Constables.

Section IV of Act V of 1861 provides that the Inspector General, the District Superintendents, and the Assistant District Superintendents shall be appointed by the Local Government, *i.e.*, the Chief Commissioner.

I believe that the nomination of the Inspector General is made by His Excellency the Governor General in Council on the recommendation of the Local Government, and that the appointments and promotions of the District Superintendents and Assistant District Superintendents are made by the Local Government, subject to the sanction of His Excellency the Governor General in Council. As a rule, promotions in these grades are made in accordance with seniority.

First appointments to the grade of Assistant District Superintendents, A Division, are made by His Excellency the Viceroy. The officers thus appointed are considered probationers until they have passed the prescribed Departmental examination in Law Procedure and the Vernacular languages of the Province, and are only then considered eligible for promotion to the higher grades.

The promotion of Assistant District Superintendents, 2nd grade, to the 1st grade, and of Assistant District Superintendents, 1st grade, to

Central Provinces.

Police.

Section II.

the rank of District Superintendents are also, as a rule, made according to seniority, and on the recommendation of the Inspector General.

In the Subordinate branch the highest rank is that of Assistant District Superintendent, 2nd grade, B Division, and this is comprised of Inspectors for whom promotion to this grade is ordinarily considered to be the final reward of long and good service in the Department. They are consequently not considered eligible for further promotion, and no one entering the Subordinate branch of the Department can now hope to rise to the Higher branch. Promotions to the rank of Assistant District Superintendents, B Division, are made by the Chief Commissioner on the recommendation of the Inspector General.

Inspectors are appointed and promoted by the Inspector General, subject to the sanction of the Chief Commissioner. They may be divided into two classes—the Native or District Inspectors, and the European or Head-Quarters Inspectors. The Native Inspectors are appointed by promotion from the rank of Sub-Inspector, and the European Inspectors by promotion from that of European Constable. Of late years no appointments have been made of outsiders to the rank of Inspectors, though in former years this was frequently done.

The Sub-Inspectors are also appointed and promoted by the Inspector General, with the sanction of the Chief Commissioner. Generally Sub-Inspectors are appointed by promotion from the rank of Chief Constables; but in the Secretary to Chief Commissioner's Circular letter No. 1080—42, dated the 26th March 1885, it is laid down that 18 of the 70 Sub-Inspectorships "will be reserved for young men of good education and position, who will be nominated by the Inspector General on the recommendations of Deputy Commissioners."

Chief Constables are promoted and appointed by the Inspector General on the recommendation of the District Superintendent. Head Constables and Constables are promoted and appointed by District Superintendents.

The orders regarding enlistments are contained in the Inspector General's Circular No. XI 18th January 1876, and it will be seen that in enlisting men District Superintendents are required to have regard to—

(1) age 18 years to 25.
(2) physique and activity.
(3) health.
(4) character and antecedents.

The men are enrolled under Act V of 1861, and are on probation for six months, during which their fitness is tested.

Question No. 2.—The conditions of service in the Department in regard to pay, pension, and furlough?

The conditions of service in the Department as regards pay, pension, and furlough are regulated by the provisions of the Financial Code. Chapter X of the Pension Code is special to the Police. Chapter X of the Leave Code also contains provisions specially applicable to section 127, exception 2, and section 127, clause 4, to exception 8, pages 192-194, and it may be here mentioned that of the civilian District Superintendents, Messrs. Higgins, Duff, Hamilton, and Marriott are subject to the Covenanted leave rules, while all the others are subject to the Uncovenanted rules. There

Central Provinces.

Police.

Section II.

are also some special rules relating to horse allowances (see Resolution No. 2054 of the Government of India in the Financial Department, dated the 17th April 1868, as modified by Secretary to the Chief Commissioner's letter No. 3589—154, dated 19th July 1884).

In accordance with the orders contained in the Secretary of State's Despatch, dated 19th April 1883, and the Resolution of the Government of India in the Department of Finance and Commerce, dated 19th May 1883, a personal allowance of Rs. 200 is granted, in addition to their Police pay, to the Military Officers employed in the Police; provided that in the case of a Colonel or Lieutenant-Colonel, his total emoluments in the Police shall not exceed Rs. 1,200, and in the case of a Major, Rs. 900.

For the encouragement of the rank and file of the Force there is good-conduct pay, which is regulated by Circular No. VIII of 3rd August 1882.

There are, on the other hand, school fund deductions, the nature and scale of which are contained in Circular No. IV, dated 22nd September 1883.

Question No. 3.—The technical requirements of the Department and the professional attainments essential for efficient service in its various branches?

The technical requirements and the professional attainments essential for service in the Higher branch of the Police Force are a knowledge of Criminal Law and Procedure and of the Vernacular tests in Law languages of the Province, and also of drill. The procedure and languages are laid down in Chief Commissioner's Book Circular No. XIII of 12th October 1875 and Government of India, Home Department, Notification No. 21, dated 11th April 1884.

In the Subordinate branch the only proviso is that no man who is illiterate is promoted to the rank of Head Constable or to any higher rank, except under the orders of the Inspector General, and on special grounds (Circular No. VIII, dated 26th June 1879).

Question No. 4.—The classes of the community who seek to be employed in the Department, and the comparative capacity of each for rendering efficient service therein?

It may be said that all ranks and classes of the community are represented in the Police. Enlistments are regulated by Circular No. XIII of 14th May 1880. Natives of the Central Provinces are preferred to foreigners, and the Musalman element is restricted to 5 per cent. in districts and 10 per cent. in towns. It is, however, in practice found that such a restriction in regard to Musalmans is impossible.

From the statement in the report for 1886, it appears that out of a total of 1,284 officers and 7,356 men, 484 officers and 2,376 men were Mahomedans.

It is difficult to compare the capacity of the several classes of the community of which the Police Force is composed, as individuals of all classes have shown themselves deserving of promotion; but, speaking generally, it may, I think, be said that Mahomedans show more aptitude and liking for Police work generally than the Hindus of this part of the country. They have stronger military instincts and are quicker in learning their drill, and are more easily reconciled to the constant knocking about which service in the Police entails. At the same time also, as the literary attainments necessary for service in the Police are not so great as for other Departments, they seek employment in the Police more readily. I do not, however, think that they have the natural ability of the Hindus; and when a Hindu can be got who has a liking for the semi-military life of a Police Officer, he is, as a rule, a much more intelligent and a more reliable man than a Mahomedan.

Question No. 5.—The existing organization and constitution of the Department.	A statement in the form received with letter from the Public Service Sub-Committee is hereto annexed furnishing the required information.

Central Provinces.
Police.
Section II.

Existing Organization and Constitution of the Police Department in the Central Provinces.

1	2	3		4						
Department.	Total number of gazetted appointments, or of appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.		NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY						
				Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	NATIVES OF INDIA.			
							(a) Hindus.	(b) Mahomedans.	(c) Others.	(d) Total.
			Rs.							
Police ...	68	1 Inspector General of Police and Jails, Central Provinces ...	1,800	1	...	...	...	...	...	...
		2 District Superintendents of Police, 1st class, at ...	1,000	2	...	...	...	...	...	...
		2 District Superintendents of Police, 2nd class, at ...	800	2	...	...	...	...	...	...
		3 District Superintendents of Police, 3rd class, at ...	700	3	...	...	...	...	...	...
		5 District Superintendents of Police, 4th class, at ...	600	4	...	...	1	...	...	1
		6 District Superintendents of Police, 5th class, at ...	500	6	...	...	...	...	...	...
		2 Assistant District Superintendents of Police ...	300	2	...	...	...	...	...	...
		4 Assistant District Superintendents of Police, 2nd grade, A Division ...	250	4	...	...	...	...	...	...
		5 Assistant District Superintendents of Police, 2nd grade, B Division ...	250	...	...	3	...	1	1	2
		8 Inspectors, 1st class, at ...	200	...	...	5	1	2	...	3
		10 Ditto 2nd " at ...	150	...	...	1	5	4	...	9
		20 Ditto 3rd " at ...	100	...	...	10	6	4	...	10
	Total ...	68	...	24	...	19	13	11	1	25

M. M. BOWIE,
Inspector General of Police, Central Provinces.

Central Provinces.

Police.

Section II.

No. 1080—42, dated Nagpur, 26th March 1885.

From—LINDSAY NEILL, Esq., C.S., Secretary to the Chief Commissioner, Central Provinces,

To—The Inspector General of Police and all Magistrates of Districts, Central Provinces.

I am directed to forward copy of a Notification marginally noted which has been issued by the Chief Commissioner under Act V of 1861, an Act for the regulation of Police.

No. 1050, dated 19th March 1885.

2. The rule contained in the Notification is very similar to those regulating the appointment of Naib Tahsildars (Notification No. 2730, dated 7th June 1884), and has been framed in view of the importance of making the Police a service to which Natives of education and respectable birth will look for employment.

3. Mr. Crosthwaite further directs that Chief Constables drawing Rs. 50 per mensem and upwards shall be entitled to a seat in the Chief Commissioner's Durbar, and that *all* Chief Constables, whatever may be their pay, shall be entitled to chairs at interviews with English Officers.

4. The effect of the rule now made, read with section 197, Criminal Procedure Code, will be to make the Chief Commissioner's sanction necessary to the prosecution of a Chief Constable drawing Rs. 50 per mensem and upwards who may be accused as a public servant of any offence. When prosecution of this kind is considered necessary, a careful report of the case must be submitted to the Chief Commissioner through the Inspector General, who will advise the Chief Commissioner on the matter.

5. Of the 70 Chief Constableships in the Rs. 50 and higher grades, 18 will be reserved for young men of good education and position who will be nominated by the Inspector General, to whom Deputy Commissioners should make their recommendations.

No. 1053, dated Nagpur, 19th March 1887.

Notification—By the Chief Commissioner, Central Provinces.

The following rule regulating the appointment and dismissal of Chief Constables, which the Chief Commissioner has been pleased to make under section 7, Act V of 1861, an Act for the regulation of Police, is herewith published for general information :—

The appointment, promotion, suspension, and removal from office of Chief Constables drawing Rs. 50 per mensem and upwards shall be made or ordered by the Inspector General of Police, subject to the sanction of the Chief Commissioner : provided—

(1) that when the post of Chief Constable is vacant for a period which is not likely to exceed one month, it may be filled up by the Inspector General of Police, without obtaining the Chief Commissioner's sanction :

(2) that this rule shall not be held to prohibit the Inspector General or Deputy Commissioner from suspending a Chief Constable in any case in which it may be necessary to order suspension before the sanction of the Chief Commissioner can be obtained.

Circular No. 11, dated Nagpur, 18th January 1876.

From—J. W. CHISHOLM, Esq., Officiating Inspector General of Police, Central Provinces,

To—All Districts Superintendents of Police, Central Provinces.

Enlistments.

In connection with enlistments into the District and Town Police Force, the following essential points require increased attention in several districts. They are sometimes overlooked, and at others not pressed owing to much importunity for employment on the part of applicants or their friends :—

No person can be entertained above 25 or under 18 years of age.

Every person enlisted must be of good physique, and fit in every way for active outside duties.

No person can be enlisted until he has obtained a health certificate from the Civil Surgeon.

Every person enlisted must be on probation for six months, during which interval his fitness for ordinary Police duties should be tested.

No man will be enlisted whose antecedents have not in the first instance been enquired into and satisfactorily verified.

2. The last point is so often neglected that dismissed men are being constantly re-entertained, and in a recent instance a District Superintendent had to acknowledge that he had inadvertently enlisted a man of bad character, who was over age, and who had already been discharged several times in different districts and provinces. The man's sole recommendation was physical fitness ; and this at times is too liable to be accepted as in itself an adequate passport. In future, a register in the annexed form will be kept in each district in English of all candidates for Police employment, and no man will be enlisted whose name has not been first entered in the register, and the verification of his antecedents duly recorded therein. When a man is of admissible age, is found physically fit, and has been certificated by the Civil Surgeon, the next step up will be the entry of his name in this register with the view of verifying the antecedents. If the enquiries made are satisfactorily answered, the man may be duly entertained ; otherwise enlistment will be finally refused. When the applicant belongs to another district or province, a descriptive roll can always be sent to the District Superintendent of Police of the district where the applicant alleges his family resides, and all needful enquiries be made by means of an English docket.

Central Provinces.

Police.

Section II.

Register of Candidates for Police employment in District.

Serial No. for year.	Date of entry.	Name of applicant and caste.	Father's name.	Residence: Village, Tahsil, District.	Present age.	Details of career.	Persons vouching for respectability.	Antecedents how verified.	Date of order enlisting or refusing to enlist.	Remarks.
1	2	3	4	5	6	7	8	9	10	11

Note.—In column 7 would be noted shortly whether the applicant had been brought up in the village where born, if not where he had continued to live; also whether he had ever been in Government or private employ, and why now unemployed. The other columns require no comment.

Central Provinces.

Police.

Section II.

No. 3589—154, dated Nagpur, 19th July 1884.

From—The Secretary to the Chief Commissioner, Central Provinces,
To—The Inspector General of Police, Central Provinces.

I am directed to acknowledge the receipt of your letter No. 4021, dated 30th ultimo, proposing with regard to the abolition of a Superannuation Fund in 1869 that the pay of Head Constables, 1st class, should be fixed at Rs. 19; that of Head Constable, 2nd class, at Rs. 14-12, and so on; secondly, that the horse allowances of Inspectors and Chief Constables should be calculated at Rs. 14 and Rs. 8 respectively.

2. The second proposal is sanctioned. The Chief Commissioner does not understand the first proposal. It was the object of Government in 1869 to stop the system of deductions and make the pay net.

Now that the pay has been revised, it is not clear why deductions should again be made and the old system be perpetuated.

Circular No. VIII, dated Nagpur, 3rd August 1882.

From—M. M. Bowie, Esq., Inspector General of Police, Central Provinces,
To—All District Superintendents of Police, Central Provinces.

Good-conduct badges.

In the Hoshangabad district a system of awarding good-conduct marks to Police Constables has been worked for some time with very great success, the punishment returns for that district being generally almost blank. I think then that it might with advantage be introduced into all the districts of the Province.

2. The appended rules as to the manner in which the system is to be worked are accordingly published for the guidance of all Police Officers, and District Superintendents are directed to introduce it from the 1st September next, and it is hoped that each will use his best endeavours to render its operation as successful in his district as it has been in Hoshangabad.

3. For the present sanction has only been obtained to the award of good-conduct pay to 3 per cent. of the number of Constables in each district; but if the system proves successful, I have no doubt that the Chief Commissioner would accord sanction to a considerably larger proportion of the men being thus rewarded, and in this way practically create a higher grade of Constables.

4. An appendix is published with the rules showing the maximum number of men in each district who may be admitted to the receipt of the extra allowance.

Appendix.

Districts.	Total number of Constables.	Number who may draw good-conduct pay.
Saugor	602	18
Damoh	309	9
Jabalpur	580	17
Mandla	247	7
Seoni	255	8
Nimar	340	10
Narsinghpur	292	9
Hoshangabad	446	13
Betul	268	8
Chhindwara	321	10
Nagpur	778	23
Wardha	342	10
Chanda	489	15
Bhandara	354	11
Balaghat	182	5
Raipur	422	13
Bilaspur	260	8
Sambalpur	294	9
Total ...	6,781	203

Central Provinces.

Police.

Section II.

Circular No. IV, dated Nagpur, 22nd September 1883.

From—S. Brooke, Esq., Officiating Inspector General of Police, Central Provinces,
To—All District Superintendents of Police, Central Provinces.

Deductions from pay.

With the sanction of the Chief Commissioner, the following instructions are issued in supersession of those contained in Circular No. VI, dated the 3rd January 1876.

2. The following are the authorized deductions which may be made from the pay of Police Officers on account of the School Fund:

1st.—From Constables on entering the Force, and while still on probation, a monthly fee of 8 annas. The period of probation is not to exceed one year; but probationers are to be allowed the opportunity of passing their examination, and thus concluding the period of probation on the expiry of six months from the date of their entering the Force.

2nd.—A Police Officer under the grade of Chief Constable, who may, on examination by the District Superintendent, be found to have neglected to keep up the knowledge he acquired at school, or to be ignorant of the procedure to be followed in his ordinary work, may be placed under instruction until he passes the examination, provided that every man so placed under instruction should be examined at least once in every three months, and during that period will be put under school stoppages according to the following scale:

Constable, 2nd class	4 annas.
Constable, 1st class	8 „
Head Constable	1 rupee.

3. Men thus placed under instruction will, if possible, be brought into head-quarters and made to attend school; but where this is not feasible, they are to be taught by the Chief and Head Constables of their station-houses and outposts.

4. The duty of seeing that the men do not forget what they have learnt of law and procedure rests primarily with the Chief Constables, and District Superintendents must see that this duty is not neglected, and they should themselves make it a point to examine all the men in the Force at least once a year.

Book Circular No. XIII, dated Nagpur, 12th October 1875.

From—Lindsay Neill, Esq., Officiating Assistant Secretary to the Chief Commissioner, Central Provinces.
To—All Commissioners of Divisions, Heads of Departments, and Deputy Commissioners, Central Provinces.

The Chief Commissioner is pleased to issue the appended rules for the examination of junior officers serving in the Central Provinces Commission.

They supersede all former rules, and also cancel the instructions contained in Book Circular No. II of 1874.

Rules for the Examination of Junior Officers serving in the Central Provinces.

The general subjects* of examinations are—

(1) Civil Law and Procedure.
(2) Criminal Law and Procedure.
(3) Revenue Law and Procedure.
(4) Vernacular languages.

II(*a*).—In Civil, Criminal, and Revenue Law and Procedure, the examination will be by written and oral answers to set questions.

(*b*) In vernacular languages, the examinee will be required to—

(i) transcribe in Roman character, or in the character of his own vernacular language, a page of village accounts written in the ordinary running character of Marathi and of Hindustani or Hindi;

(ii) transcribe in Roman character, or in the character of his own vernacular language, a Marathi and Hindustani or Hindi proceeding selected from a Magisterial case and a petition;

(iii) translate into the Marathi and into Hindustani or Hindi from an English version an ordinary report by a Native Revenue Officer. This must be done in a style sufficiently intelligible to enable a Native to read it out as written; it must be free from material errors in grammar and spelling, and the hand-writing must be legible;

(iv) converse in Marathi and in Hindustani or Hindi with two or three Natives in such a manner as to satisfy the Committee that the examinee is able to understand and make himself understood in ordinary conversation by Natives of various classes.

---

*For details in each subject, see annexed schedules.

III.—The questions II (*a*), the page of village accounts II (*b*) i, the proceeding II (*b*) ii, the report II (*b*) iii, the maxima of obtainable marks and the maxima required to pass* will be set by a Central Committee,† which will also fix the order in which the subjects shall be taken up, the time within which each subject must be disposed of, and generally arrange all details of the examinations.

IV.—The examinations will be conducted partly by the Central Committee and partly by Divisional Committees.‡

(*a*) The Divisional Committee will—

(1) test and assign marks in respect of the examinees' colloquial knowledge [ii (*b*) iv];

(2) cause the examinees to write and deliver the answers, translations, &c., required by Rule II (*a*), and (*b*) i, ii, iii;

(3) examine and assign marks to the written answers to such of the set questions [II (*a*)] as have to be answered in writing;

(4) put *vivâ voce* such of the set questions [II (*a*)] as have to be answered orally, and assign marks to the answers delivered thereto;

(5) inspect the records of some of the cases decided by the examinee during the three last preceding months;

(6) report results to the Central Committee;

(*b*) The Central Committee will—

(1) examine § and assign marks to the translations, &c., required by Rule II (*b*) i, ii, iii;

(2) review the Divisional Committees' reports;

(3) report results to the Chief Commissioner.

V.—The following officers must present themselves for examination:

Assistant Commissioners.
Extra Assistant Commissioners.
District Superintendents of Police.
Assistant District Superintendents of Police.
Cantonment Magistrates.
Tahsildars.

After these officers shall have held or acted in their appointments for nine months, they must present themselves at every successive examination until they fully pass.

But Tahsildars need pass the lower standard only [III, Note] in Civil Law and Procedure, &c., Criminal Law and Procedure, and Revenue Law and Procedure.

Cantonment Magistrates need not pass in Revenue Law and Procedure.

District Superintendents and Assistant District Superintendents of Police need not pass in Civil or Revenue Law and Procedure, &c.

Native Officers, whose own language may be either Hindustani or Marathi, need not pass in that language.

VI.—Each general subject (1), and in the vernacular each language, may be passed separately.

VII.—Examinations under these rules will be held in all subjects annually, and in the vernacular half-yearly, on dates fixed by the Chief Commissioner.

SCHEDULE.

[Referred to in Rule I.]

[*N.B.*—The enactments, &c., here cited are only by way of example, and adherence to them alone is not binding on the examiners.]

Civil.

The Code of Civil Procedure.
The Indian Evidence Act (I of 1872).
The Indian Limitation Act (IX of 1871).
The Indian Contract Act (IX of 1872).
The General Stamp Act (XVIII of 1869).
The Indian Oaths Act (X of 1873).
The Central Provinces Courts Act (XIV of 1865).
The Mufasal Small Cause Courts Acts (XI of 1865 and X of 1867).
The Court Fees Act (VII of 1870).
The Indian Succession Acts (X of 1865 and XIII of 1875).

---

* As regards Civil, Criminal, and Revenue, on either of two standards of success, this being necessitated by the Government Resolution (No. 382, dated 20th January 1871) which entitles certain officers under certain conditions to increased salary on success at examination judged by a standard lower than that according to which they must eventually pass.

† Composed of—
The Judicial Commissioner, the Inspector General of Police, the Inspector General of Education, the Secretary to the Chief Commissioner, and other officers selected for each occasion by the Chief Commissioner.

‡ (1) At Nagpur.
(2) At Raipur.
(3) Jabalpur or Narsinghpur for the Jabalpur and Narbada Divisions.
Composed ordinarily of the Commissioner of the Division, and two or more other officers selected by the Chief Commissioner.

§ By means of a Select Sub-Committee.

Central Provinces.

Police.

Section II.

The Land Acquisition Act (X of 1870).
Any other Acts.
Hindu and Mahomedan Law.
Judicial Commissioner's Circulars.

Criminal.

The Indian Penal Code.
The Code of Criminal Procedure.
The Whipping Act (VI of 1864).
The Gambling Act (III of 1867).
The European Vagrancy Act (IX of 1874).
The Foreign Jurisdiction and Extradition Act (XI of 1872).
The Arms Acts (XXXI of 1860 and VI of 1866).
The Prisons Act (XXVI of 1870).
The Court Fees Act (VII of 1870).
The General Stamp Act (XVIII of 1869).
The Police Act (V of 1861).
The Railway Acts (XVIII of 1854, XIII of 1870, and XXV of 1871) ... (The Penal Sections).
The Cattle Trespass Act (I of 1871) (ditto)
The Forest Act (VII of 1865) (ditto)
The Opium and Excise Acts (XIII of 1857 and X of 1871) (ditto)
Judicial Commissioner's Circulars.

Revenue.

The General Stamp Act (XVIII of 1869).
The Opium and Excise Acts (XIII of 1857 and X of 1871).
The Registration Act.
Act X of 1859, as amended by Act XIV of 1863.
The Land Acquisition Act.
The Land Improvement Act.
The Partition Act (XIX of 1863).
The Railway Acts (XVIII of 1854, XIII of 1870, and XXV of 1871
The General Police Act (V of 1861).
The Cantonment Act (XXII of 1864).
The Central Provinces Municipal Act.
The Chief Commissioner's Book and General Circulars.
The Excise Manual.
The Treasury Manual.
Accountant General's Consolidated Circulars.

Circular No. VIII, dated Nagpur, 26th June 1879.

From—LIEUTENANT-COLONEL J. L. LOCH, Officiating Inspector General of Police, Central Provinces,
To—All District Superintendents of Police, Central Provinces.

Promotions.

Enquiries recently made show that, in spite of clear directions,* promotions to the posts of Head Constables and Chief Constables of illiterate men have been made in the districts of Mandla, Nimar, Chhindwara, Nagpur, Wardha, Bhandara, and Balaghat.

2. District Superintendents are reminded of the above quoted orders, and requested not to promote any man (who cannot read and write well) as Head Constable or Chief Constable without the special sanction of this office, and no sanction to such appointments will be accorded, except on grounds of meritorious service, specially detective abilities, &c.

3. All illiterate Head Constables and Chief Constables, who have been promoted within the last two years will have to pass an examination in reading and writing in July 1880, when, in case of failure, they will be reduced.

---

* General Circular No. 9 of 1869, paragraph 3, and Circular No. 17 of 1869, paragraph 4.

Section III.

Nil.

Section IV.—Written Evidence.

No. I—LINDSAY NEILL, Esq., C.S., Officiating Commissioner, Nagpur.

Central Provinces.

Police.

Section IV.

Lindsay Neill, Esq.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been a Sessions Judge for 2½ years in the Nagpur and Jabalpur Divisions of the Central Provinces. As a rule I have one or more Sessions cases in each district every quarter. Ordinarily the District Superintendent of Police prosecutes in such cases. I generally discuss the case diary (with which I have made myself previously acquainted) with the District Superintendent of Police, and asks him to explain any points that call for explanation. As a rule the enquiry in each case committed to the Sessions is begun by a Head Constable, is next taken up by a Chief Constable, and then by an Inspector. Sometimes the District Superintendent himself enquires. Examination of these case diaries supplies good opportunities for becoming acquainted with the work of different classes of Police Officers. Besides Sessions cases, I dispose of several hundreds of Criminal appeals annually, and from them am able to form an opinion on general Police work. I also see the procedure against previously convicted persons, as all sentences in excess of four years come before me for confirmation. Other opportunities for judging of Police work are— (1) General talk with District and Police Officers. (2) Inspection reports by the Inspector General of Police. (3) District Review of Crime and Police action. Moreover, if prosecutions under any Special or Local Law are numerous, or if statistics of any offence are of an unusual character, I call for all the cases and examine them.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had experience of the work of— (1) an Asiatic District Superintendent of Police; (2) an European District Superintendent of Police domiciled in India; (3) several Eurasian Assistant Superintendents.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	I consider all these efficient and capable officers in their way, but I also consider that each of them was at a disadvantage— (*a*) owing to defective education, and (*b*) consequent inability to take a broad view of facts. I also in the case of several thought that they were inclined to subordinate principle and correct procedure to the obtaining of results.

Central Provinces.
Police.
Section IV.
Lindsay Neill, Esq.

4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I do not know what the present mode of recruitment for Assistant Superintendentships is. I understand that deserving Inspectors are promoted to the B grade, and that the members of the A grade are young gentlemen appointed by His Excellency the Governor General and Local Governments and Administrations. Many of these young men have failed for the Army or in other lines, and the reasons for their appointment seem to be that their fathers served and are thought to possess claims on Government.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Some of them are efficient; more will become so. On the other hand, not a few are imperfectly educated, and are wanting in application and industry. They rise too raipdly to positions of responsibility (District Superintendents) and become arrogant and conceited.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	In my opinion after 5 years Assistant Superintendents become fairly efficient. As a rule they act as District Superintendents before they can be deemed efficient.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	I do not think that young men educated in this country possess any advantage over youths from England.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would only advocate the appointment of Natives to the offices of District Superintendent and Assistant District Superintendent in *exceptional* cases. I use the term "Natives" in the sense employed in Question 2 ?
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	As I would only in *exceptional* cases appoint Natives, I need not reply to these questions.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I am not acquainted with the rules relating to the recruitment of Inspectors.

Colonel H. C. E. Ward.

No. II—Colonel H. C. E. WARD, Minister, Bhopal State.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	Twenty-two years' service as Deputy Commissioner and Officiating Commissioner in the Central Provinces.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes, of pure Asiatics. Never of Europeans domiciled in India or Eurasian District or Assistant District Superintendents.

Central Provinces.

Police.

Section IV.

Colonel H. C. E. Ward.

3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	A Sikh District Superintendent was one of the best Police Officers in all respects I have ever worked with. One of the Assistants, a Mussalman, was a good officer for all ordinary work, but not the man for an emergency.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I am not sufficiently acquainted with the rules regarding the mode of recruitment for Assistant District Superintendents to enable me to offer an opinion.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	My experience of these young men is small. Some of those I have worked with were certainly efficient when they had gained experience.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	About two years; but, as said above, my experience is small.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	I cannot speak on this point from any experience of individuals.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would advocate the appointment of Natives to the offices of both District and Assistant District Superintendents in exceptional cases, *i.e.*— (1) The men must be carefully selected, and they should not be employed in places where there is a European Military Force. (2) For small districts and places where Native regiments are located, I think they would do well.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I see no difficulty— (*a*) As regards military or *quasi*-military duties. But difficulties do arise where District Superintendents have to deal with military cantonments. (*b*) As regards keeping the peace between turbulent religious sects, the exceptional Native is quite equal to it; the ordinary Native is not. (*c*) Similarly, the non-official European requires exceptional treatment, and is beyond the power of the ordinary Native Assistant.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would not make a rule that Assistant Superintendents should be appointed from the grade of Inspectors. At the same time, if I found the exceptional man among the Inspectors, I would not hesitate to promote at once. As a rule, I would bring in new men as Assistant Superintendents.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	You can only ascertain qualifications by trial. I would place the candidates under selected District Superintendents on probation for 4 or 6 months.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	See answer 10.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I can give no opinion, being unacquainted with the rules.

Central Provinces.

Police.

Section IV.

J. W. Chisholm, Esq.

No. III—J. W. Chisholm, Esq., U. C.S., Commissioner.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have been a Subordinate and a District Magistrate for many years. I have also been for some two years Inspector General of Police in the Central Provinces. It follows that I know a very large number of the superior officers of Police, and have had many opportunities of judging of their work.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had serving under me at different times as District Superintendents— Three Europeans domiciled in India, namely, officers of English birth, but brought up in India. Three Eurasians. Two pure Natives. This experience is not large among the above classes of officers, but then the proportion of such officers employed in almost every Province is small. The only caution necessary in the matter is not to make too general or absolute inferences from an experience which at best is limited.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	All the above officers of the special classes named were in my opinion efficient, and, taking them all round, quite as efficient in every way as other District Superintendents. In the case of the pure Natives, it must be remembered that they were selected men who had merited exceptional promotion for having done remarkably good service in subordinate grades.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	The great defect in the present system of recruitment for Assistant Superintendents is in my opinion the difficulty of men rising from the lower grades. The door is practically closed in these Provinces against the very best men of the lower grades rising to the higher responsible appointments; and this is injurious, I think, to the efficiency of the Police. The Service cannot under such an arrangement attract the best men, and the exceptionally good men must get disheartened from the narrow limits set to their career. I would not change the general lines now followed in appointing Assistant Superintendents, but I would notify that the higher appointments are open to men of the lower grades who show themselves in every respect qualified to rise, and I would make such promotions when suitable candidates were available. At present it must be admitted that there are few such candidates.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	I should say that, as a rule, the young men educated in England who are appointed Assistant District Superintendents turn out efficient Police Officers. There are of course exceptions. There must be such in every Service; but as a body the young men, once they are trained, work very well.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	For the first year of their service most of the young men I should say are of little use, and generally in my view are not fairly efficient till they have received some two years' training, and have become to a certain extend familiar with the language and customs of the people. Some show more aptitude than others, but very few of those appointed can do much in the way of responsible work till they have completed two years' service.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	As regards young Englishmen brought up in this country, they possess this advantage for Police appointments over young men educated in England, that they know the language and are

Central Provinces.
Police.
Section IV.
J. W. Chisholm, Esq.

familiar with the customs of the people. In the cases of such appointments that I have known, this special advantage has not been counterbalanced by other drawbacks; but everything depends on youthful training and education. If these are sound, a young Englishman brought up in India would always do well. The number of suitable young men, however, so brought up is very limited, and therefore Assistant Superintendents could not to a large extent be recruited from this class.

8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent—

(*a*) ordinarily, or

(*b*) in exceptional cases?

In regard to the appointment of Natives to District Superintendents and Assistant District Superintendents, the matter should be considered specially with reference to the circumstances of the different Provinces in India. In the Central Provinces the time has not come when, as an ordinary arrangement, such appointments could, in the interests of the public service, be made, nor are there suitable candidates available among Natives of the Province for appointment. In addition to general educational attainments and some guarantee as to character which are needed in all branches of the public service, there should, in the case of an officer's appointment in the Police, be a reasonable assurance that the candidate will have courage and force of character. He should also have a good stock of energy, be of active habits, of sound physique, and a good rider. Many of the qualities required are just those in which most of the youths of any position in these Provinces are singularly deficient. As a fact there are not, in my opinion, young men in these Provinces who could (*a*) ordinarily be appointed as Assistants in the Police.

On the other hand, in (*b*) exceptional cases, I think Natives might well be appointed; but this could only be after a period of training in subordinate appointments, and after they had shown their fitness for the higher posts.

9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?

If only properly trained Natives are selected to hold districts, I anticipate no difficulty. A man like Sirdar Ratan Sing, of Raipur, with endless resource and pluck, would deal quite as vigorously with a disturbance as an Englishman. At the same time his efficiency is the outcome of a long course of discipline and training.

10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant District Superintendents?

I would, as a rule, promote Natives from Inspectors to the higher grades *if fit*. In the Central Provinces I know of no men who could with the slightest hope of success be appointed at once as Assistant Superintendents. In other Provinces there may be suitable young Natives fit for such posts, but I would counsel experiments of this kind being tried on a limited scale. There is experience to hand in the case of Native States, and such experience is not encouraging as regards Police management. I should think it a wise policy to declare frankly that most of the higher Police appointments must be held by Englishmen, but at the same time to promote exceptional Natives to charge of districts when they have proved their fitness to hold such charges.

11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?

The assumption in the case of every young fellow appointed an Assistant District Superintendent is that he possesses pluck, power of endurance, energy of character, and a high sense of duty. The possession of these qualities cannot be tested by any system of examinations, but the selection to these appointments

	as now made is from a class of English youths who usually possess them. I do not see how any mode of selection could ensure these qualities in Native youths trained under altogether different conditions, and I should fear that if the experiment is tried in any Province of appointing such youths, the necessary qualities in the absence of preparatory discipline in subordinate posts would too often be found wanting.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	I would, as already stated, promote Inspectors, provided they had proved themselves in every way fit for promotion. Some assurance can be entertained of a man doing well who is selected after careful trial.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	The rules for the appointment of Inspectors seem to me fairly suitable, and I have no suggestions to offer for improving them.

S. Ismay, Esq.

No. IV—S. Ismay, Esq., c.s., Officiating Deputy Commissioner, Nagpur.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have served in the Central Provinces as Assistant Commissioner and Officiating Deputy Commissioner since 1871. I was District Superintendent of Police at Raipur from April 1875 to November 1877, and again for two months in 1880. I also officiated as Inspector General of Police for six months in 1885.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	My experience of the work of Natives as District Superintendents of Police and Assistant District Superintendents of Police is limited. I have known two purely Native District Superintendents of Police and some three or four Natives in the more extended sense of the term.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	Of the two purely Native District Superintendents of Police, I considered one grossly inefficient. The other is fairly efficient. Europeans domiciled in India are, as a rule, efficient; they know the language well and understand the Natives proper; but they are often afraid of responsibility, and are occasionally inclined to be underhanded.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change woud you suggest in the mode of appointment?	I do not consider the present system a good one. Nearly every newly appointed Assistant District Superintendent of Police is a boy who has proved a failure at home. I would advocate a mixed system of nomination with competition amongst nominated candidates, and would assign a fair proportion of marks to riding, gymnastics, &c.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Some Assistant Superintendents are fairly efficient; others are very much the reverse. The whole number appointed to these Provinces, however, is so insignificant that it is scarcely fair to judge of them as a class.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	I think a fairly educated boy of average ability should be a useful Assistant Superintendent in two years, and that in five years from date of appointment he would be fit for an independent charge.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in this country have generally a good knowledge of the language and of native ways. This gives them *at the outset* a great advantage over men coming new to the country. They are, however, too often of inferior physique and wanting in energy. I am of opinion, too, that they cannot be so implicitly trusted

Central Provinces.
Police.
Section IV.
S. Ismay, Esq.

	as men who have been educated amongst English surroundings. This is the general rule, but there are no doubt exceptions.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases ?	I would not advocate the appointment of Natives of these Provinces to the said offices. A fairly good English education is indispensable, and the educated men of these Provinces would not make good Police Officers. Mahomedans and Rajputs of good family are few and far between, and the educated Brahman is, as a rule, a very poor creature when he is outside his office. But I can easily believe that in more advanced Provinces there are plenty of Natives who would make very excellent superior Police Officers.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	I see no difficulty so far as these Provinces are concerned. The duties of a Police Officer are such as any qualified civilian is competent to perform. The people are generally most amenable to orders, and non-official Europeans are few and far between.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Possibly in exceptional cases an Inspector may be qualified for promotion to Assistant Superintendent; but this would rarely be the case. Where suitable men can be found, I would advocate their being brought in at once as Assistants on probation. But they might with advantage be made to pass a preliminary examination in Police procedure and general duties prior to their being appointed.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree ?	I would admit none but men of good caste, good family, and fair English education. Good physique and active habits are a *sine quâ non*. I think a mixed system of nomination with competition (as suggested in reply No. 4) would be feasible.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	No. I would let it be distinctly understood that, except for some extraordinary reason, an Inspector (who has usually risen from some lower grade) would not be promoted to the superior grades. Unless this is clearly understood, a young man is apt to take an European Constableship or an Inspectorship in the hope of promotion, and when no such promotion comes, he developes into a grumbling, discontented, and useless official. There should be a line as hard and fast between Inspectors and Assistant District Superintendents as between a Non-Commissioned Officer and a Subaltern.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	I am acquainted with the existing rules relating to the recruitment of Inspectors. I have no suggestions to make in regard to such rules.

No. V—Lieutenant-Colonel R. M. Boyce Thomas, Deputy Commissioner, Raipur.

Lieut.-Colonel R. M. Boyce Thomas.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	My duties as a Magistrate and as a Deputy Commissioner.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Yes; but only of the work of one or two.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	I think they were fairly efficient.

Central Provinces.

Police.

Section IV.

Lieut.-Colonel R. M. Boyce Thomas.

4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I would open the appointments to young men of good family and education in England after competition.
5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?	Yes, fairly efficient, though, I think, competition would bring in better men. At present we may not unfrequently be recruiting men who have failed to obtain an entrance into all other branches of the Service.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Much depends on the man, but one of ordinary intelligence should become fairly efficient in a couple of years.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	No. I should say certainly not, unless it is in the knowledge of the vernacular.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	In very exceptional cases.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	Yes, owing to all these reasons, more especially for the last reason. In places where unemployed Europeans seeking work or going about begging are at all numerous, a Native Superintendent would be practically of little use to a District Magistrate.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	I would certainly not advocate raising Native Inspectors to the higher grades. Where Native Superintendent and Assistant Superintendent were thought necessary, I would appoint them direct from men of good and of loyal families.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	They should be well-educated, and should pass a qualifying examination.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	No, not ordinarily. It would depend upon the merits and position of the Inspector altogether. I refer here to Europeans, not Natives. Natives I would not promote from the grade of Inspectors at all.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Yes. I would not alter them.

R. H. Hamilton, Esq.

No. VI—R. H. Hamilton, Esq., District Superintendent of Police, Jabalpur.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I have held the rank of District Superintendent of Police since April 1866.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	I have had all three classes working under me as Assistants.
3. Were they or were they not efficient; and, if inefficient, in what respect do you consider them to have been so?	The Eurasians and Natives, being men of long and approved service, were particularly efficient as subordinates.
4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?	I consider that competition among young men nominated for such appointments would improve their educational qualifications.

Central Provinces.

Police.

Section IV.

R. H. Hamilton, Esq.

5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency? 6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	As a rule they are, but the system of training them in Police work is not the best; they should be posted to districts where there are no Head-quarters Inspectors, and be made to closely supervise the routine work by which they would learn it themselves. It takes about two years for an Assistant to become efficient.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in the country possess no advantages over those educated in Europe. As a rule, they do not even learn the language of the country till they get an appointment.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	Young men of good family and physique, with a liking for the work and a fair education, might with advantage be appointed as Assistants, and eventually be promoted to District Superintendents of Police. A knowledge of English should be a *sine quâ non*.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	In large districts, where there are large towns, and where there are non-official Europeans, I should consider Natives unsuitable. In small districts they would do very well.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	Good Inspectors should be promoted; but, as a rule, it would be best to bring young men in as Assistants.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	Good family, good physique, fair education, acknowlege of English and, to some extent, of English manners, customs, and ways of thought and personal acquaintance would be the best means of judging, and, where candidates were available, a competitive examination would be of advantage.
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	Yes, when qualified.
13. Are you acquainted with the existing rules relating to the recruitment of Inspectors? Would you make any change in them?	Some are appointed direct, but the greater number are promoted from the lower grades. I would not suggest any change from the present system, as Sub-Inspectors and Chief Constables would have nothing left to hope for if promotion to this grade was forbidden.

No. VII—Colonel H. A. Hammond, District Superintendent of Police, Nimar, Central Provinces.

Colonel H. A. Hammond.

1. What opportunities have you had of becoming acquainted with the work of different classes of Police Officers?	I joined the Police Department in June 1862, and (periods of leave excluded) have since that date acted for— 1 year as Assistant District Superintendent of Police, 18 years as District Superintendent of Police, 1 year as Inspector General of Police, and have thus become acquainted with the work of all classes of Police Officers.
2. Meaning by Natives Europeans domiciled in India and Eurasians, as well as pure Asiatics, have you had any experience of their work as District or Assistant Superintendents?	Whilst officiating as Inspector General, I saw the work of domiciled Europeans and pure Asiatics, who were District and Assistant District Superintendents of Police; but I have never relieved an officer of either class—that is, I have not immediately followed any such officer as District Superintendents. Some of the Assistant, class B, both domiciled Europeans and pure Asiatics, have served under me in a district.

Central Provinces.

Police.

Section IV.

Colonel H. A. Hammond.

3. Were they or were they not efficient; and, if efficient, in what respect do you consider them to have been so?

As compared with officers of the Army, or young men educated as gentlemen in England, I consider the domiciled Europeans and Natives decidedly inferior.

In the first place, domiciled Europeans and Natives have not the same high sense of honor and duty; consequently they cannot command the same degree of respect from their subordinates.

Secondly, they seldom understand the meaning of true discipline and subordination, and cannot therefore be implicitly relied upon, either to command their men properly, or loyally to obey their superior officers. And there are many other obvious objections and disadvantages in men holding a comparatively lower standard of honesty and duty.

Members of the Police Force are more intimately mixed up with the masses of the people than the members of any other Department; and certainly no other Department has such daily opportunities for working good or evil in the name of the Government. Scattered as the force is over the whole country, the Policeman in many parts is the sole visible representative of the Government. It is therefore all important that he should be kept as honest and upright as possible in all his duties. The ordinary Constable's code and standard of morality, however, is doubtless much affected by that of his superior officer, and the District Superintendent who without due enquiry or check winks at the submission of a fudged return, permits a serious crime to be entered under a less heinous heading in his returns, or possibly allows the case to be altogether omitted will not find his subordinates over particular in the matter of bribery or false reports. I do not mean to say that such cases will occur in those districts only where the Superintendents are pure Asiatics or domiciled Europeans or Eurasians; but I do hold that the standard of right and honor held by such men is usually lower than that of educated English gentlemen, and as a consequence the standard of their subordinates also is lower. Perhaps I should be more correct in saying that wrong will be less strictly kept in check and feebler endeavours will be made to raise the low Native standard of duty and right.

4. Do you think that the present mode of recruitment for Assistant Superintendentships secures as good men as could be procured for the Service? If not, what change would you suggest in the mode of appointment?

Question 4 refers, I understand, to Assistants, class A, only. It would be well, I think, if a large proportion of these officers could be recruited from the Army from among the young subalterns, who, having for 3 or 4 years learnt discipline, know how to command. It is hardly fair to expect that young men just out from school should be at once competent to command a body of Policemen; but the requisite knowledge could certainly be gained more easily with a regiment than in the Police Department. I would also venture to suggest that 8 or 10 years passed in the Police would not be found to have had an injurious effect on an officer when he returned to military duty; on the contrary, the intimate acquaintance of the country which he would have gained of the system of government and of the people would make him a more valuable officer.

5. Are the Assistant Superintendents obtained by the appointment of young men educated in England efficient; and, if not, in what respect do they show inefficiency?

On the whole, the men educated in England prove efficient as Assistant Superintendents, though, as stated in answer No. 4, I am of opinion that a more efficient body of officers might be obtained. The whole Police Force requires better

Central Provinces.

Police.

Section IV.

R. H. Hamilton, Esq.

	discipline, more training, more attention to details; but officers who have not themselves been systematically trained are hardly likely to pay attention to such points, or even understand that there is any necessity for system and order.
6. How long in your experience does it take young men educated in England to become fairly efficient after their appointment?	Young men educated in England ought to be fairly efficient within a year, if meanwhile they are properly kept up to their work. But I would not trust a man to take Police charge of a district under two years at the least, unless indeed he had worked in a regiment or had held some other appointment before joining the Police.
7. Do young men educated in this country possess any advantage in this respect; and, if so, is that advantage counterbalanced by inferiority in any other respect?	Young men educated in this country might possibly have the advantage of a better knowledge of the vernacular. But as compared with Europeans educated in England, this one possible advantage would be more than counterbalanced by inferiority in other respects.
8. Would you advocate the appointment of Natives to the offices of Assistant District Superintendent and District Superintendent— (*a*) ordinarily, or (*b*) in exceptional cases?	I would advocate the appointment of Natives only under the most exceptional circumstances.
9. Do you see any difficulty likely to attend such a course owing (*a*) to the military or *quasi*-military duties a District Superintendent has to discharge; (*b*) to the necessity for keeping the peace between turbulent religious sects; (*c*) to the presence in certain districts of non-official Europeans?	In the Central Provinces the population is not turbulent, and caste feeling does not run high. I should not therefore contemplate any difficulty such as is suggested in Question 9.
10. If such appointments commend themselves to you, would you appoint from the grade of Inspectors, or bring in new men as Assistant Superintendents?	The appointment of Natives to the Police is not a course which commends itself to me under any ordinary circumstances.
11. If the latter, what qualifications should, in your opinion, be insisted on, and how would you ascertain that candidates possessed them, or which candidates possessed them in the higher degree?	
12. Would you promote Inspectors to Assistant Superintendentships and District Superintendentships?	I would not promote Inspectors to the rank of Assistant District Superintendent or District Superintendent.
13. Are you acquainted with the existing rules relating to recruitment of Inspectors? Would you make any change in them?	The appointments of Inspectors are, I believe, filled partly by the promotion of European Constables and Sub-Inspectors, and partly by selection from applicants outside the Department. So far as possible, the principle of promotion from the lower grades should be upheld. If an outsider ignorant of law, regulations, and Government requirements is appointed, he often falls into the hands of some sharp subordinate; and any how, since he is quite unacquainted with the duties of his post, he cannot either inspect or guide his subordinates. Lastly, his appointment causes discontent among those entitled to or expecting promotion; and that means a lot of bad work proportionate to the discontent which has been raised. If for other departmental reasons it is considered advisable to appoint an outsider, he should be on probation for a time till he has learnt his duties, and he should be entertained as an Inspector in excess of the regular sanctioned establishment, which, as regards the Inspector's grade, has been cut down to so low a figure that, having due regard to efficiency, the Department cannot afford to keep up useless Inspectors who are ignorant of their duties.

PROCEEDINGS

OF

THE SUB-COMMITTEE,

PUBLIC SERVICE COMMISSION.

ASSAM.

Police.

Section I.—Note by the Sub-Committee.

Assam.

Police.

Section I.

The Chief Commissioner has furnished information respecting the Police in this Province which was not visited by the Sub-Committee. He writes:—"The Police Force in Assam consists of two essentially distinct bodies—(1) the ordinary Civil Police; (2) the Frontier Police. The former are concerned with the detection and prevention of crime, the guarding of jails and treasuries, and the other customary duties of a Civil Police Force. In order to enable them satisfactorily to perform their guard and escort duties, a certain proportion of them is trained to the use of arms, and is called the Armed Civil Police. The Frontier Police is essentially a military body, and is stationed in parts of the Province which are liable to be disturbed by the inroads of wild tribes from beyond our border, or by the turbulence of uncivilized races within it. Its members, who are drilled and equipped as soldiers, bear military designations, and are organized for service as an armed force."

The nationalities of the officers employed in the two branches are as follows:

Frontier Police.

The four Commandants are all Europeans not domiciled in India. Three of these are officers of the Army lent for five years, and seconded in their regiments. The fourth is a civilian, formerly an officer of the Bengal Police, who was selected for his present post on account of his special qualifications and previous services in a military capacity. The Chief Commissioner considers that the post of Commandant is not one which under present circumstances could be filled by a Native. There are in the Frontier Force eleven Subadars, of whom one is a European not domiciled in India, one a European so domiciled, one a Eurasian, four are Hindus, and three are Mahomedans. One appointment was vacant at the date of the report. The Chief Commissioner is of opinion that the Frontier Force requires a leaven of European officers in this grade to keep up its standard of military efficiency, and would be glad to increase their number if possible.

Civil Police.

The superior officers consist of one Inspector General, four *District Superintendents, and five† Assistant Superintendents.

			R
*	2	on a salary of	700
	1	on ,,	600
	1	on ,,	500
†	1	on ,,	450
	3	on ,,	400
	1	on ,,	250

These officers, as explained in the portion of the note relating to Lower Bengal, are taken from the Police officers of that Province, who are recruited on a system therein described. They are all Europeans not domiciled in India. On the assumption that separate Police officers, *i.e.*, as distinct from magisterial, are necessary for each district, the present Chief Commissioner would be quite prepared to accept for four districts Native Police officers of the rank of Assistant District Superintendent, in lieu of the European Police officers now in charge, on the ground that in the four districts named there is little organized crime, and therefore small need for Police officers of high professional attainments. In some other districts, of which the same might be said, there is a large European population and a large number of tea gardens, many of which have to be annually inspected by Police officers in their capacity of Assistant Inspectors of Labourers. Apart from this, it is desirable, in the opinion of the Chief Commissioner, to keep up in the Province a proper proportion of European officers. Besides the District and Assistant Superintendentships, there are three charges in the Province of a special character held by officers of the Bengal Police. These are those of Assistant Political Officer at Sadiya and Sub-Divisional Officers of the North Cachar Hills and of Wokha in the Naga Hills district. Europeans are required for these posts, and Assistant Superintendents of Police are employed in them as the cheapest European agency.

There are 20 Inspectors in the Civil Police on pay ranging from R100 to R250, of whom one on R100 is a domiciled European, 17 are Hindus, and 1 is a Mahomedan. One appointment was vacant at the date of the report.

The Inspector General states that for the Civil Police there are no technical requirements, and that the same classes of the community as are employed in most Government appointments seek employment in that branch. For the Frontier Police, he writes that men of fighting castes and good physique are an absolute necessity, and that the same classes of the community seek employment in it as are employed in the Army.

Assam.

Police.

Section II.

Section II.—Information supplied to the Sub-Committee by the Assam Government.

No. 3122, dated Shillong, 3rd June 1887.

From—C. J. Lyall, Esq., Secretary to the Chief Commissioner of Assam,
To—The President, Public Service Commission.

In reply to your letter No. 245S., dated the 29th March last, asking for information in regard to the Police Department in Assam, I am directed to forward copy of a letter, No. 2056, dated the 10th May, from the Inspector General. As the letter is, however, somewhat imperfect in the details which it contains, I am to supplement it by the following further particulars.

2. The Police Force in Assam consists of two essentially distinct bodies—(1) the ordinary Civil Police; and (2) the Frontier Police. The former are concerned with the detection and prevention of crime, the guarding of jails and treasuries, and the other customary duties of a Civil Police Force. In order to enable them satisfactorily to perform their guard and escort duties, a certain proportion of them is trained to the use of arms, and is called the Armed Civil Police. The Frontier Police is essentially a military body, and is stationed in parts of the Province which are liable to be disturbed by the inroads of wild tribes from beyond our border, or by the turbulence of uncivilized races within it. Its members, who are drilled and equipped as soldiers, bear military designations, and are organized for service as an armed force. The Frontier Police is divided into four battalions, which occupy respectively the Lakhimpur district, the Naga Hills district, the Garo Hills district, and the Surma Valley. Besides these, two detachments are employed on the frontier defence of Sibsagar and Darrang. The four battalions are under the command of Commandants, of whom three are Military Officers lent to the Chief Commissioner for five years, during which time they are seconded in their regiments, and receive a special Staff allowance. The Commandant of the fourth (Surma Valley) battalion, who is a Civilian of the Bengal Police Service, was selected for the post for his special qualifications and previous services in a military capacity. It is evident that the post of Commandant is not one which, under present circumstances, could be filled by a Native.

3. It was part of the original scheme for the reorganization of the Frontier Police in its present form, as proposed by Sir Charles Elliott in 1882 and 1883, that the military defence of the Province being thus provided for, the civil duties of District and Assistant Superintendent of Police should be more largely entrusted to Assistant and Extra Assistant Commissioners, including Native Extra Assistant Commissioners. He wished to employ these in some districts in the place of officers belonging to the Bengal Police Department, which now supplies the Province with Police Superintendents and Assistant Superintendents. This part of the scheme was, however, negatived by the Government of India, who considered that each of the eight plains districts in the Province should have a separate Civil Police Officer. A copy of the correspondence is enclosed for the information of the Commission. Upon this point I am to say that, assuming that separate Civil Police Officers are necessary for each district of the Province, Mr. Ward would be quite prepared to accept for the districts noted below a Native Police Officer of the rank of Assistant Superintendent in lieu of the officers now posted to these districts:—

District.	Name, grade, and pay of Police Officer now posted to the district.
Goalpara	V. W. Bertelsen, District Superintendent, 5th grade, R500 + R100 Assam allowance.
Kamrup	A. B. C. Comber, Officiating Assistant Superintendent, 3rd grade, R250.
Darrang	W. B. Waller, Assistant Superintendent, 2nd grade, R300 + R100 Assam allowance.
Nowgong	F. A. Fullerton, Assistant Superintendent, 2nd grade, R300 + R100 Assam allowance.

In the districts referred to, there is little organized crime, and therefore small need for Police Officers of high professional attainments. The same might also be said of the three districts of Sibsagar, Dibrugarh, and Cachar; but in these there is a large European population and a large number of tea gardens, many of which have to be annually inspected by Police Officers in their capacity of Assistant Inspector of Labourers. Apart from this, it is desirable to preserve in the Province a proper proportion of European Police Officers.

4. Besides the Commandants of Frontier Police and District and Assistant Superintendents of Civil Police, there are three charges in the Province of a special character, which, though not connected with Police duties, are held by officers of the Bengal Police. These are the posts of Assistant Political Officer at Sadiya and Sub-divisional Officers of the North Cachar Hills and of Wokha in the Naga Hills district. Europeans are required for these posts, and Assistant Superintendents of Police are employed in them as the cheapest procurable European Agency. One of them, the charge of the Wokha Sub-division, was held till 1882 by a European Extra Assistant Commissioner; but there are too few officers of that rank now at the Chief Commissioner's disposal to admit of one being posted to Wokha.

Assam.

Police.

Section II.

5. It will be noticed that there are one Eurasian and two European Subadars in the Frontier Police, and one domiciled European Inspector in the Civil Police. The former body requires a leaven of such officers to keep up its standard of military efficiency, and the Chief Commissioner would be glad to increase their number if possible.

No. 2056, dated Shillong, 10th May 1887.

From—The Inspector General of Police, Assam,

To—The Secretary to the Chief Commissioner of Assam.

With reference to your memorandum No. 2051, dated the 11th April 1887, forwarding in original a letter No. 245S., dated the 29th March 1887, from the President of the Public Service Sub-Committee to the address of the Secretary to the Chief Commissioner of Assam, in which full and detailed particulars with regard to the Police Department in Assam have been called for for the use of the Public Service Commission, I have the honor to submit the following particulars under each of the four heads mentioned by the Commission :

(1) There are no separate officers in the grade of District Superintendents and Assistant Superintendents of Police for the Police of this Province. The staff of officers now serving in Assam is borne on the Bengal Police list, and their promotions, &c., are regulated by that Government.

* * * * * * * *

(2) The conditions of service in the Department in regard to pension and furlough are those laid down in sections 104, 106, and 111 of the Civil Pension Code and section 132 of the Civil Leave Code respectively.

The rates of pay of the District Superintendents and Assistant Superintendents now employed in this Province are shown in column 3 of the statement appended to this report. As regards the pay of the three Military Commandants now attached to the Frontier Police, they get Rs. 300 per month, *plus* the pay of their rank.

The rates of pay of the grade of Inspectors of the Civil Police and of Subadars of the Frontier Police are also given in column 3 of the statement.

With regard to the Frontier Police, I am of opinion that if it is expected to be a success, more money must be expended on this branch, and better pension and leave rules given to the men. Men must be induced to stop when we have got them.

As regards the Armed Civil Police, which is composed principally of Natives of the Province, and who were appointed to look after jails and treasuries and perform escort duties in those districts which were denuded of Frontier Police on the new reorganization scheme in 1883, we shall always have some difficulty in recruiting them as long as their strength is not increased, as they are continually on duty, and have not the chances of living as cheaply as those appointed to the purely Civil Police. The clothing allowance granted them is still quite inadequate, considering they are but seldom out of uniform.

(3) There are no technical requirements of the Civil Police. For the Frontier Police men of fighting castes and good physique are an absolute necessity.

(4) The same class of the community that are employed in most Government appointments seek employment in the Civil Police. In the Frontier Police, the same class of community that are employed in the Army.

(5) I beg to submit herewith the statement showing the existing organization and constitution of the Police Department of this Province.

Assam.
Police.
Section II.

Existing Organization and Constitution of the Police Department in the Province of Assam.

1	2	3	4							
			NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY							
			1	2	3	4				
						NATIVES OF INDIA.				
Department.	Total number of gazetted appointments, or of appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	Hindus.	Mahomedans.	Others.	Total.	
Frontier Police	Commandants—4	1 @ Rs. 674 1 6	1	...	...	...	...	...	1	
		2 „ 625 12 0	2	...	...	...	...	...	2	
		1 „ 600 0 0	1	...	...	...	...	...	1	
			4	...	...	...	...	...	4	
Civil Police	District Superintendents—4 ...	2 @ Rs. 700 0 0	2	...	...	...	...	...	2	
		1 „ 600 0 0*	1	...	...	...	...	...	1	* Pay Rs. 500 and allowance Rs. 100.
		1 „ 500 0 0	1	...	...	...	...	...	1	
			4	...	...	...	...	...	4	
Civil Police	Assistant Superintendents—5 ...	1 @ Rs. 450 0 0†	1	...	...	...	...	...	1	† Pay Rs. 300 and allowance Rs. 150.
		3 „ 400 0 0‡	3	...	...	...	...	...	3	‡ „ „ 300 „ „ „ 100.
		1 „ 250 0 0	1	...	...	...	...	...	1	
			5	...	...	...	...	...	5	
Frontier Police	Subadars—11	1 @ Rs. 250 0 0§	...	...	...	...	...	...	...	§ Vacant.
		4 „ 200 0 0‖	1	...	1	1	1	...	4	‖ Incumbent officiating in §.
		2 „ 150 0 0	...	...	...	2	...	...	2	
		4 „ 100 0 0	...	1	...	1	2	...	4	
			1	1	1	4	3	...	10	
Civil Police	Inspectors—20	1 @ Rs. 250 0 0¶	...	...	...	...	...	...	...	¶ Vacant.
		4 „ 200 0 0	...	...	...	3	1	...	4	
		6 „ 150 0 0	...	...	...	6	...	...	6	
		9 „ 100 0 0	...	1	...	8	...	...	9	
			...	1	...	17	1	...	19	

Note on the Reorganization of the Police Department in Assam by C. A. Elliott, Esq., Chief Commissioner of Assam.

PART I.—FRONTIER POLICE.

During the last cold weather I have paid much attention to the condition of the Frontier Police, and to the location and equipment of their outposts; and I have had the advantage of hearing the question discussed by His Excellency the Commander-in-Chief (Sir D. Stewart) during his tour in Assam, and of receiving from him subsequently a memorandum in which he recorded his views on the subject. I wish, therefore, to begin these remarks by publicly acknowledging the obligations I am under to him for the assistance which he has thus afforded me. I have also had before me Sir Steuart Bayley's Note of 12th August 1879 (forwarded to the Government of India with his Secretary's letter No. 1921, dated the 1st September 1879), in which he treated at length of the changes he proposed to introduce, which were (1) to relieve the military of all frontier outpost duty; (2) to make over this duty to the Frontier Police; and (3) to bring up the strength of the Frontier Police to 3,000 men. His views on heads (1) and (2) have my entire concurrence, though I differ a little from him under head 3, as to the way in which I would propose to organize the Frontier Police.

2. The sanctioned strength of the Frontier Police is as shown in the margin. This includes an increase of 27 Officers, 8 Buglers, and 300 Constables sanctioned by the Government of India for special service in the Naga Hills, but the cost of which has not been included as yet in the Provincial finances and contract. This force, as at present constituted, performs semi-civil, semi-military duties. Except in the Garo and Naga Hills, where no Civil Police exists, they are not employed in the detection of crime or the arrest of criminals, but the civil duties they perform are those of guarding cutcherries, treasuries, and jails, and escorting prisoners and treasure. On the military side, their chief duty is to guard the 45 outposts, which have been established either to check frontier raids along the borders of the Province, or else to keep down internal disturbances, as in the case of the Garo and Naga Hills. Then there is a certain strength kept up at each district head-quarters as a reserve for purposes of drill and to supply reliefs and casualties. The exact numbers are of necessity always varying; but, approximately speaking, the present strength of the Police Force is divided among the three classes of employments as follows:—

Inspectors	9
Sub-Inspectors	34
Head Constables	212
Constables	2,199
Buglers	29
Total ...	2,483

Guards, escorts, and other semi-civil duties at head-quarters of districts and sub-divisions ...	610
Frontier outposts	669
Garo Hills	332
Reserves, vacancies, sick, and on leave	872
	2,483

3. Regarding the semi-civil duties of the Frontier Police, I agree with some remarks made by the late Inspector General, Major Peet, in a note on this subject, where he says—

> Station guards and escorts do not require highly-trained soldiers. * * * To put a highly trained Goorkha on a jail or treasure guard is a pure waste of money, and more than money.

I propose therefore that, except at the stations where in future the reserves of Frontier Police are to be massed, which reserves can conveniently be utilized for this purpose, these station duties should be made over to the Civil Police, who, if armed and taught to use their arms, should be quite sufficient for the purpose. They are found sufficient in other Provinces, and there is certainly no reason why, with a gentle and peaceful population like the Assamese, a more warlike instrument should be required for such purposes than elsewhere. The Frontier Policeman costs rather more than a Civil Policeman, so that for every reason it would be better to transfer these duties to the Civil Police. The change will affect the stations of Sibsagar, Nowgong, Tezpur, Dhubri, all the sub-divisional stations, and, to some extent, Sylhet and Gauhati. But at the two large jails of Sylhet and Gauhati, I should still prefer to retain the Frontier Police as guards, since there are no troops in those stations, and an outbreak among the prisoners, however unlikely, might be a serious calamity if not immediately put down.

4. Turning next to the question of outposts, we have to consider (1) the nature of the duties to be demanded from Frontier Police at an outpost; (2) the location of the outposts; (3) the manner in which the outposts should be fortified; (4) the strength to be allotted to each outpost. As to the first question, Sir D. Stewart has written that the outposts ought to be entrusted entirely to the Frontier Police, and the military should be relieved of this duty, and should be massed to form a reserve; that the duties performed by the Police in watching the frontier are "of a military rather than a civil character;" that "it is necessary to give them an organization of a more military character than has hitherto obtained, and to improve their training and equipment;" and that "the purpose of the Police posts along the frontier is to acquire information and to guard against a surprise." This authoritative declaration is of great value to me, and especially the last clause of it, which gives the true key-note as to the object with which the outposts are constructed. This object has not been always kept in mind; and while some posts are so weakly manned that they cannot perform these duties, it has been argued by some officers that they ought to be so strongly equipped as to serve the purpose of a garrisoned fort, able not only to resist prolonged attack, but to prevent the irruption of a strong body of enemies. This, the Commander-in-Chief declares, is not their duty: for such serious work as this we must look to the military to protect the country. The Frontier Police ought to be, in the main,

Assam.
Police.
Section II.

the eye, and not the hand, of the Executive; but, in order to be this effectually, they should be strong enough to patrol in force, and to resist a sudden rush, or a slight or ordinary attack, at least for a few hours. To fulfil these conditions, I think the ordinary strength of a Police outpost, where it is more than a few hours' march from its reserve, should be 2 Head Constables and 20 Constables. Such a body would be able to supply two sentries—one at the gate, and one at a high post of observation,—and to send out a patrol daily in two directions to join on to the nearest outpost. They would also be able, if attacked, to divide into two parties: a Head Constable with 10 men could be left in the post, while the other half of the force sallied out either to attack the assailants, or to cut their way through and summon assistance.

5. As to the second point, the location of the outposts, Sir D. Stewart has remarked that "as a general rule the actual sites of the outposts have not been well chosen for defence." I am not sure if His Excellency is writing here only of those military outposts which he saw himself on the way to and near Sadiya, or if he refers to information he received as to other Frontier Police outposts in that neighbourhood. I would not put my own opinion in opposition to that of so great an authority; but I venture to think that if the Commander-in-Chief had seen a large number of the outposts which I visited, he would not have formed so unfavorable an opinion of their sites. At least, I paid particular attention to this question, and was seldom, if ever, able to suggest a better site, all points considered. In an undulating and wooded country, it is often impossible to secure a site which is perfect both from an engineering and from a political point of view, which is completely suitable for defence and secure against attack, and at the same time commands the road or path or stream which it is necessary to hold in check. Water is one of our chief difficulties in selecting a site; it is always found low down, and the outpost must be close to water—a necessity which prevents it being placed on the top of a hill. But if the jungle is cleared for a distance of 200 yards all round, and the ground sloped so that it can be swept with fire from the outpost throughout that distance, I think that, considering the class of enemies with which we have to deal, the site may be considered fairly strong, even though it would be untenable against an enemy armed with weapons of precision.

6. Passing, now, from the actual site chosen to the general location of an outpost in a particular valley or on a particular road, the principle adopted seems to have been to choose a line along which the frontier tribes have already raided, or which is a track used by them for communication and trade, and likely to be used by them in war. It is difficult to say what other principle could be adopted, for it is impossible to guard every track and pathway. I may, however, refer to my two notes on the South and North Cachar lines of outpost, dated the 24th February 1882 (copies of which are appended to this paper), as showing my views in greater detail, and illustrating them by application to particular cases. And I would say briefly that the following principles might be laid down: (1) that the outpost should command a track along which frontier tribes have raided, or which is so convenient of access that they would be likely, if they did raid, to use it; (2) that it should not be far in advance of the population and cultivation it is intended to protect; (3) that it should not be nearer another outpost, nor further, than the distance which can be conveniently covered by a patrol, provided that the intervening country is such that it is important to patrol through it in order to learn what is going on.

7. On the whole, I think, the location as now existing has been the result of common sense and practical experience, and cannot be much improved upon. I have ordered one or two alterations, such as the abolition of the Jaipur post, which was only 4 miles off another post, and commanded no regular route of Naga access; and there are three or four of the smaller outposts which I have not yet visited, and about the necessity of which I am not quite certain. But these are matters of small detail. If, as is suggested in the 5th paragraph of my note on the southern line of outposts in the Surma Valley, the Government of India think it worth while to appoint an officer or a Commission to decide on the question of general location and of actual sites, I shall be well pleased; but I doubt myself if the gain will be commensurate with the cost. I should think it sufficient if the Government of India would lay down the general principles by which the location of an outpost should be governed, and if I were to authorize Major Williamson, the Inspector General of Police, now on furlough, to see that those principles are carried out. He has had both civil and military training, and has also had experience of fighting with the Garos and Nagas. He knows therefore what is wanted, and how to provide it.

8. Subject to any further reconsideration, the list which I have drawn up shows my present proposals as to the positions of the Frontier Police outposts which ought to be kept up. Of these, Nos. 1, 2, 3, 4, 5, 6, 13, 14, 16, 17, 18, 20, 32, 39, 41, 43, 45 have been chosen, I believe, as commanding easy and much-used lines of communication. Nos. 7, 8, 9, 11, 12, 15, 19, 21, 22, 23, 24, 25, 30, 13, 33, 34, 35, 36, 37, 38, 42, 44 have either been actually attacked by raiders, or have been constructed to guard paths along which raids have been made. Nos. 7, 8, 9, 10, 34, 35, 36, and 37 have hitherto been occupied by the military. It was my predecessor's wish, and it has been mine, to substitute Frontier Police for sepoys; and now that the Commander-in-Chief has pronounced that the frontier duties can be more efficiently and economically performed by Police than by soldiers, I have no hesitation in proposing the substitution. No. 10, Bomjur, has been recently occupied to check an expected advance of the Abors. Nos. 27, 28, and 29 have not yet been occupied, but are posts which the Deputy Commissioner has selected under my orders in the Naga Hills, and which I propose to establish and to man with Frontier Police, so as to hold that country more thoroughly in hand, and to make our Government more visible to the Nagas than it can be while concentrated at Kohima and Wokha. In the course of time, no doubt, it will be possible to reduce their strength; but it would not be wise at first to expose our new system of administration to any disaster by planting out too weak a force in the

Assam.

Police.

Section II.

midst of these barely-tamed savages. Nos. 1, 2, 3, 4, 5, 12, 13, and 18 are those which I mentioned in the preceding paragraph as posts regarding the necessity of which I am somewhat doubtful. Of these 45 posts, I have visited 26 during my cold-weather tour.

9. I have not included in this list the ten outposts in the Garo Hills, of which I have only seen three. These are outposts of a rather different character, being intended (like Nos. 27, 28, 29 in the Naga Hills) to hold the district in check, and prevent the still half-savage Garos from giving trouble; and they take the place of the civil thanas and outposts in other districts. I am not able to offer any suggestions regarding this district, and have no reason to think that any change is required, as the outposts were selected by Major Williamson while he was Deputy Commissioner of the district, and knew more of it than any one else. The number of police was shown not to be excessive last year when there was a rising among the Garos, and Major Peet had some difficulty in bringing together 100 or 150 men to put it down; but, and at the same time, I do not think it is too small, and I propose for the present to make no change in the strength of the Frontier Police in the Garo Hills or in their location.

10. As to the manner in which these outposts should be fortified, I beg leave to refer to paragraph 9 of my note on the Cachar outposts. Since writing that note, I visited the new stockades made by Major Beresford at Nizamghat and Bomjur, and found that they fulfilled all the conditions which I had thought necessary. I think all the outposts should imitate the defences set up here, though those less exposed to attack need be less strongly built.

11. I come next to the way in which the Police should be distributed at these outposts. As was stated above, I propose generally to man them with two Non-Commissioned Officers or Head Constables and 20 men; but to place a smaller number in those minor outposts, such as Nos. 1, 2, 3, 4, 5, 16, 18, 20, 39, where the frontier tribes have for years shown themselves so peaceable that there is now little apprehension of an attack, and at those places, such as Nos. 11, 12, 23, 24, 43, 45, which are so near their reserves that they could be reinforced in a few hours if attacked, where there are three or four outposts in a continuous chain, I would give a Sub-Inspector to visit them constantly and keep up discipline. At sub-divisional head-quarters, such as Sadiya (No. 15), Wokha (26), and Gunjong (40), and at posts particularly exposed, such as Nos. 10, 27, 28, 29, 34, and 42, I propose to give a stronger force, amounting in some cases to 50 men, and would place in some of them an Inspector in charge.

12. The numerical total of the force distributed at outposts as I propose is 5 Inspectors, 16 Sub-Inspectors, 95 Head Constables, and 940 Constables: the present force being 2 Inspectors, 10 Sub-Inspectors, 55 Head Constables, and 603 Constables.

But then I set free 8 Commissioned and 35 Non-Commissioned Officers and 263 sepoys of the regular force, besides providing for three new outposts in the Naga district, which will employ 150 Constables, together with their complement of officers. I trust, therefore, my proposed distribution will not be thought extravagant. Including the guard for the two large jails, the effective force required is 5 Inspectors, 16 Sub-Inspectors, 99 Head Constables, and 976 Constables.

13. The next question is the strength of the reserve which has to be kept in order to maintain the Frontier Police in a state of efficiency. It is admitted by every one that a long continuance of outpost service has a bad effect on the *morale* of the men: they forget their drill, and get slack in their discipline; in the constant performance of the same routine duties, they lose their alertness and carry out their work in a perfunctory way. It is necessary that they should be frequently relieved and brought back to head-quarters to recover their *esprit de corps* and their drill. I propose that they should never spend more than six months of the year at outposts—that is to say, the reserve should always be equal to the force required to hold the outposts. It will depend on local circumstances, such as distance from head-quarters and state of the communications, whether they should spend six months continuously on outpost duty or have two spells of three months at a time.

14. In order to keep both the force on actual duty and the reserve at their full numbers, it is necessary to provide for casualties, such as sickness, leave, and short recruitments. Vacancies cannot always be filled up at once: the chief recruiting season is the cold weather, and the recruit requires six months' training before he is sufficiently efficient to be sent on outpost service. I find that the average number of men on leave and sick in hospital has during the last year been about 6 per cent. of the whole. We have of late been about 7 per cent. below our full nominal strength through failure to recruit, and the average duration of a Frontier Policeman's service may be taken as about ten years. The average number of recruits to be obtained annually is therefore about 10 per cent; and as these are ineffective for half a year, we may reckon that half of the number, or 5 per cent., are permanently ineffective throughout the year. The total number of ineffectives to be provided for is therefore about 11 per cent; but in the present calculations, it will perhaps be sufficient to estimate it at 10 per cent., and the total Frontier Police Force should be constituted as follows:—

	Inspectors.	Sub-Inspectors.	Head Constables.	Constables.
On outpost duty (including jails)	5	16	99	976
Reserve for reliefs	5	16	99	976
Surplus to supply the place of ineffectives, at 10 per cent.	1	3	20	194
Garo Hills Police	2	6	24	300
Buglers	...	...	...	20
Total ...	13	41	242	2,466

15. Lastly, we come to the question of how these Frontier Police should be organized. Hitherto it has been the practice to allot to each district a fixed number of Frontier Police sufficient to perform both the semi-civil and semi-military duties described in my 2nd paragraph, and also a reserve sufficient both to supply reliefs and casualties and to be available to put down any disturbance which may arise. In this way, the reserve strength of the Frontier Police, which according to the figures in paragraph 2 looks considerable, has been frittered away by being divided among ten districts, so much so that in none of these, except Cachar, was it ever possible to bring any considerable number of men on to parade at one time. As I have already said, it is part of my scheme to relieve them of the semi-civil duties (except the guarding of the Sylhet and Gauhati Jails); and by this change there will be no Frontier Police left in the Goalpara and Nowgong districts; in Kamrup only at the Gauhati Jail; in Darrang two small outposts (Nos. 1 and 2), and in Sibsagar three (Nos. 18, 19, and 20). It has hitherto been the paractice to place both the Civil and Frontier Police under the same District Superintendents, who are in no case military men. Sir D. Stewart has laid his finger on this blot by advocating that experienced officers should be appointed to serve with the Frontier Police, so as to make it really efficient as a Military (or, as I should rather call it, semi-military) Police. Accordingly, I propose that, instead of being organized in ten distinct bodies, and attached to ten districts, the Frontier Police should in future be organized in four bodies: two for the Garo Hills and Naga Hills, the area of jurisdiction being identical with that of the civil district; one for the Surma Valley, consisting of the Cachar and Sylhet districts, with head-quarters at Cachar; one for the North-Eastern Frontier, with head-quarters at Dibrugarh or Sadiya, embracing the small outposts in the Sibsagar and Darrang districts, and supplying the Gauhati Jail. If a special Political Officer is sanctioned for conducting our political relations with all the tribes of the North-Eastern Frontier, and is posted to Sadiya, I should be inclined to place the head-quarters of the Frontier Police reserve at Sadiya; but, as this is not settled, I have in the appendix proposed to divide it between Sadiya and Dibrugarh, since Sadiya is at a rather inconvenient distance from the outposts lower down the valley.

16. These would be the four divisions of the Frontier Police. As I have said, I propose no change in the Garo Hills at present, because I am not well acquainted with the district; and as their are no roads, and the police must be much scattered, I hardly think it is possible to attain much military discipline and efficiency there: at least, I would rather wait and try what can be done under more favorable conditions. The other three divisions should, as the Commander-in-Chief proposes, be ordinarily commanded by young Military Officers, who would be lent for the purpose for a five years' term. But, for the present, I should be content that the Cachar-Sylhet Division should remain under Mr. Daly, who, though a civilian, has a good deal of military knowledge, and who has brought his Frontier Police into a state of much greater efficiency than those of any other district. It would be a great discouragement to him to take the reformed Police out of his hands, when he has done so much for the unreformed Police, and I think it will be safe to retain him, at any rate for a year or two, till we see if his Police fall behind those of the two other divisions or not. If, then, my scheme is sanctioned, I should ask for two young officers as "Commandants of the Assam Frontier Police." Their pay as Lieutenants would be Rs. 225, and I recommend that a Staff pay of Rs. 300 or Rs. 400 should be added to it. The amount of the Staff allowance which is requisite to make these appointments attractive can be best decided by the military authorities. Brigadier-General Nation thinks that less than Rs. 400 would not tempt a young officer to forfeit his chance of succeeding to the adjutancy, or even to an acting wing command, during a period of five years; but perhaps it would be better on this account to fix the term at three years as a minimum, with option to continue for five years. It must be remembered that in both the Dibrugarh and Naga Hills districts living is very expensive. The staff pay, however, should cover everything except travelling allowance. I would not grant the Naga Hills allowance to the Commandant of the Frontier Corps.

17. To keep up the pay bills and returns of each corps, the clerical establishment which already exists can be utilized. The separation of Frontier Police and Civil Police will, if anything, make office work easier, and diminish the amount of office establishment required. No extra expenditure will be required on this account.

18. One small change which I advocate has been very urgently pressed upon me both by the men and their officers: it is that their titles should be assimilated to those of the Military, and not to those of the Civil Police. There is no doubt but that the Service will be more popular, and recruitment among fighting castes easier, if they are called Sipahis, Havildars, Jemadars, and Subadars; and I trust the Government of India will see no objection to this. It has already been conceded in the case of the Chittagong Hill Police.

19. If these proposals are approved, I should recommend that of the annual number of recruits enlisted, 50 per cent. should be chosen among Jharwas (men of the Assam Valley) or Cacharis, and 50 per cent. among Goorkhas. We cannot get for the Police quite as good a class of Goorkhas as the military can obtain; but I am informed that we have for the last two or three years succeeded in enlisting a very fair number of Nepalese of good physique and fighting traditions. It is of course essential that they should be enlisted on the terms of the Regulation proposed in my Secretary's No. 884, dated the 11th June 1881, in order to bring their term of service, the period of notice they have to give on withdrawing from the Force, and the punishments to which they are liable while in it, into conformity with those prescribed for sepoys.

20. I have shown this note to Brigadier-General Nation, C.B. (as requested by His Excellency the Commander-in-Chief), and am authorized to say that he agrees in all the proposals it contains. He has also suggested that the reserves at Dibrugarh, Kohima, and Silchar should be occasionally

Assam.

Police.

Section II.

called on to parade with the regular regiments stationed there, and be annually inspected by the superior officer the Brigadier-General may nominate, the inspection report being communicated to the Chief Commissioner through the Inspector General. These suggestions have my entire support, and I think such a collocation of the Frontier Police and Military will be most valuable.

21. I refrain at present from entering into the comparative financial effects of these proposals, because they must be taken in conjunction with the changes they necessitate in the strength of the Civil Police, to which I shall next advert. But the expense of the Frontier Police, organized as above proposed, may be estimated as follows :—

	Monthly. Rs.	Annually. Rs.
4 Commandants of Frontier Police Corps—		
2 Lieutenants, at Rs. 225 and staff pay Rs. 300	1,050	12,600
Mr. Daly, Cachar	800	9,600
„ Fisher, Garo Hills	600	7,200
13 Frontier Subadars, average pay Rs. 150	1,950	23,400
41 Frontier Jemadars, average pay Rs. 60	2,460	29,520
242 Frontier Havildars, average pay Rs. 16	872	46,464
2,466 Frontier Police Sepahis, average pay Rs. 8-8...	20,961	2,51,532
Naga Hills allowance, 680 men, at Rs. 1-8	1,020	12,240
Total	...	3,92,556

The present cost of the Frontier Police (taking only salaries of officers and men into the account) is put down at Rs. 3,15,522 in the Budget for 1882-83. The proposed cost, omitting the pay of the four officers, is. Rs. 3,63,156. For the former sum 2,483 officers and men, for the latter 2,762, are provided, but the number of officers is raised in a larger proportion than that of the men. This is a necessary consequence, flowing from the detached nature of the duties which the Police will be called upon to perform, since it is essential (as shown in paragraph 4) that there should always be at least two officers with every force, however small, which may be exposed to attack.

Comparative Statement of present and proposed strength at Police outposts, including proposed strength of Reserves and provision for casualties.

	Present.				Proposed.			
	Inspectors.	Sub-Inspectors.	Head Constables.	Constables.	Inspectors.	Sub-Inspectors.	Head Constables.	Constables.
North-Eastern Frontier—								
1. Daimara	...	...	1	7	...	...	2	12
2. Balipara	...	...	1	8	...	...	1	12
3. Borpathar	...	...	1	6	...	...	1	12
4. Lalukdoloni	...	...	1	6	...	...	1	8
5. Behbilichak (or Bordoloni)	...	...	1	6	...	...	1	8
6. Dijmur	...	...	2	20	...	1	2	20
7. Pobamukh (Military)	...	1	4	40	...	1	3	30
8. Sesseri „	...	1	3	29	...	...	2	20
9. Dibong „	...	1	2	16	...	...	2	20
10. Bomjur „	...	1	8	42	1	1	5	50
11. Dikrang	...	1	1	10	...	...	1	8
12. Disoi	...	...	1	10	...	...	1	12
13. Diphu	...	...	2	12	...	...	2	20
14. Sonpura	...	...	1	10	...	...	2	20
15. Sadiya (Reserve)...	...	...	...	1	1	2	20	200
16. Makum	...	...	1	13	...	...	1	12
17. Jaipur	...	...	1	13	...	...	2	20
18. Bihubar	...	1	1	10	...	...	1	12
19. Galeki	...	...	1	9	...	1	2	20
20. Debrupar	...	...	1	8	...	...	1	12
Gauhati Jail	...	...	2	24	...	...	2	16
Head-quarters' reserve	...	...	...	...	1	2	15	144
Casualties, at 10 per cent....	...	...	...	...	...	1	7	68
Total { Police ...	...	2	19	173	3	9	77	756
Total { Military ...	...	4	17	127	...	...	...	...
Naga Hills—								
21. Borpathar	...	...	1	6	...	...	1	12
22. Dimapur	1	1	1	22	...	1	2	20
23. Samaguting	...	...	1	10	...	...	1	12
24 Nichuguard	...	1	1	16	...	...	1	12
25. Piphima	...	...	1	12	...	1	2	20
26. Wokha	...	1	4	60	1	1	5	50
27. Lozema	...	...	...	...	...	1	5	50
28. Lakhema or Henima	...	...	...	...	1	1	5	50
29. Vishwema	...	...	...	...	...	1	5	50
Head-quarters' reserve	...	...	...	...	2	6	27	276
Casualties, at 10 per cent.	...	...	...	...	...	1	6	55
Total, Naga Hills Corps ...	1	3	9	126	5	13	60	607
Surma Valley—								
30. Adampur	...	...	2	30	...	...	2	20
31. Alinagar	...	1	2	30	...	1	2	20
32. Langai	...	...	2	30	...	...	2	20
33. Oliviacherra	...	...	2	29	...	...	2	20
34. Chatachura (Military)	...	1	4	30	1	1	3	30
35. Jhalnacherra „	...	1	4	41	...	...	2	20
36. Noarbund „	...	1	4	25	...	1	2	20
37 Monierkhal „	...	1	6	40	...	...	2	20
38. Mainadhar	...	...	2	23	...	...	2	20
39. Jatinga Valley	...	...	1	4	...	...	1	8
40. Gunjong	1	1	5	45	1	1	4	40
41. Guilong	...	1	2	26	...	1	2	24
42. Hangrum	...	1	3	32	...	1	3	30
43. Aisacherra	...	...	2	15	...	...	2	12
Jaipur	...	1	2	25	...	...	...	...
44. Baladhan	...	...	2	15	...	...	2	20
45. Jirighat	...	...	2	23	...	...	2	12
Sylhet Jail	...	...	2	32	...	...	2	20
Head-quarters' reserve	...	...	...	...	2	6	37	356
Casualties, at 10 per cent.	...	...	...	...	...	1	7	71
Total, Surma Valley { Police ...	1	5	31	359	5	13	81	783
Total, Surma Valley { Military ...	...	4	18	136	...	...	...	...
Total of three corps ...	2	10	59	658	13	35	218	2,146
Garo Hills ...	2	6	24	300	2	6	24	300
Grand Total ...	4	16	83	958	13	41	242	2,446
Military ...	...	8	35	263	...	...	...	...

Part II.—Civil Police.

I have two changes to propose in the Civil Police. The first change follows from the proposal to transfer to the Civil Police, in six districts, the semi-civil duties formerly carried on by the Frontier Police. One of these is the provision of escorts to accompany prisoners and treasure. The demands on these accounts vary at different times, but I find that on one date 5 Head Constables and 36 Constables, at another date 8 Head Constables and 50 Constables, were thus employed. I should be inclined to allow to each of the six districts concerned 1 Head Constable and 10 Constables for these duties, or 6 Head Constables and 60 Constables in all. In the Lakhimpur, Cachar, Naga Hills, and Garo Hills districts, the Frontier Police will take these escorts. The arrangements in the Khasi Hills will remain unchanged.

2. In the Sibsagar district there are five little outposts on the Trunk Road manned by 17 Frontier Constables, solely for the purpose of patrolling. It will be enough to allow 1 Head Constable and 12 Constables for this object, to be located at a thana somewhere on the Trunk Road; and the patrolling of the road here, as in other districts, will then be undertaken solely by Civil Police.

3. The number of orderlies employed is in some cases excessive. In each of the six districts, two orderlies may be allowed to the District Superintendent and one to the Deputy Commissioner, 18 in all.

4. The distribution of Police for jail, treasury, line, and magazine guard should be as shown in the margin. This list has been made out after a consideration of the number of sentries required at each place. It is not necesssary here, as with the Frontier Police, to provide a reserve equal to the number of these guards; but some provision for relief must be made, and I think it will be sufficient if we arrange that half the requisite number are added to the thana strength, and thus a daily relief can be given from these and other unoccupied Police at the thana.

	Treasury, jail, and lines.		Relief.	
	H.	C.	H.	C.
Lakhimpur	2	8	1	4
Sibsagar	2	20	1	10
Jorhat	2	8	1	4
Golaghat	2	8	...	...
Nowgong	2	20	1	10
Tezpur	3	24	1	12
Mangaldai	2	8	1	4
Gauhati	1	8	1	4
Barpeta	2	8	1	4
Goalpara	2	8	1	4
Dhubri	2	8	1	4
Sylhet	2	8	1	4
Sunamganj	2	8	1	4
Habiganj	2	8	1	4
Karimganj	2	8	1	4
Hailakandi	2	8	1	4
	32	168	16	84
		48	252	

5. The total addition to the Civil Police required on account of these four classes of duties is—

	Per mensem.	Per annum.
	Rs.	Rs.
55 Head Constables, average pay Rs. 16	880	10,760
342 Constables, average pay Rs. 7-12	2,651-8	31,818
Total ...		42,578

6. The other proposal is much more radical in its nature. It is, in brief, to dispense with all the District Superintendents and Assistants now employed, and to make over the Police work to be done by Assistant or Extra Assistant Commissisioners, the staff of the Commission being proportionately increased to allow of this.

7. This proposal is not a new one. I find that it was proposed by Colonel Keatinge in his Secretary's No. 1769, dated the 26th May 1875, to "amalgamate the Police work with the Subordinate Executive Service." The grounds of his proposals were partly that it was extremely difficult to procure the European Officers for the Police Department from Bengal, and partly that the Extra Assistant Commissioners would be more amenable to the authority of the Deputy Commissioner than officers of a separate department were. He also weighted the proposal with the consideration that the additional members of the Commission, to whom Police duties should be entrusted, must be Europeans. To this the Home Department replied (No. 180, dated the 29th June 1876)—

> You were informed when in Calcutta that the Government of India do not approv of the proposed amalgamation of Police Officers with the Commission, nor are they able at present to give so large a number of European Extra Assistant Commissioners.

But the Officiating Home Secretary continued—

> "It is true that in some of the Assam districts the Police work is too light to afford adequate occupation for a separate officer, and in these cases it may be entrusted to an Executive officer."

8. The grounds on which I rest the proposals are not those urged by my predecessor, but those indicated in the sentence just quoted.

The amount of Police work in the ordinary sense, that is, detection of crime and prevention of violence, which has to be done, not only in some, but in all districts of this Province, is singularly small. The people are to a remarkable extent simple and straightforward in their ways, contented, and well-to-do; there is no class of people who are compelled by hunger to steal, or driven by hereditary instincts to prey on their neighbours. In no part of India is the principal wealth of the rustic agriculturist, his granary, left so unprotected, and yet so rarely robbed. The Police statistics show that there is less crime, either per head of population or per district, in Assam than anywhere else, and that what crime there is is of a simple and not often of a violent kind; and yet, though the crime-sheet of an Assam Valley district does not show a quarter of the entries of a crime-sheet in a Punjab or North-Western Provinces district, we have here, equally with the Punjab and the North-

Assam.

Police.

Section II.

Western Provinces, a European Officer to each district, whose sole functions are to keep the Police up to their duty, and to see that crime is detected and offenders caught. Elsewhere, even in the heaviest districts, I have observed that the Superintendent of Police is far less busily employed than the magisterial staff; but as the work of a District Superintendent in the more criminal provinces is to that of an Assistant Magistrate or Commissioner, so I should say is the work of a District Superintendent in Assam to that of a District Superintendent elsewhere. It seems to me wrong, and a grave political mistake, that men should be employed by Government and highly paid who have so little given them to do.

9. I had hoped to find a way out of this by a proposal I made when the revised Criminal Procedure Code was before the Legislative Council. I wished to confer on the Superintendents of Police magisterial powers, to be used in non-cognizable cases in the investigation of which the Police had not been concerned. The following paragraph may be quoted from Mr. Lyall's letter, dated the 11th January 1882, to the Secretary to the Government of India in the Legislative Department:

> "4. There are two subjects of a general character as to which the Chief Commissioner desires to give especial prominence, since he considers the matter to be of considerable importance. The first is the clause in section 14, which prohibits the giving of magisterial powers for trying cases to any Police Officer. The clause is not a novelty, being much the same as is now contained in Act V of 1861, but there has been a great tendency towards relaxing the stringent rules laid down in 1861 as to the complete separation of the Police and Magisterial Departments; and while he does not propose to do anything in antagonism to the spirit of the Act, Mr. Elliott has lately seen occasion to wish that the relaxation of its letter may be carried still further in one respect. The clause in Act V of 1861 had been so far forgotten that an Assistant District Superintendent has been appointed a Sub-divisional Officer in the North Cachar Hills, and is the only Magistrate with authority in that wild part of the country, except the Deputy Commissioner. Instead of declaring such an appointment to be illegal, the Chief Commissioner would wish to see it legalised, and similar appointments made wherever the smallness of the amount of work to be done or political considerations make it desirable to concentrate all authority into one hand. Again, as another development of the policy of relaxation, I am to mention that the Chief Commissioner had been so struck with the small amount of strictly Police work which the Police Officers in Assam have to do, that he intended, till he read this clause, to ask the sanction of Government to his investing all District and Assistant Superintendents of Police with magisterial powers, though he would provide that such powers should be used only in the trial of non-cognizable cases, with the investigation into which the Police had not been concerned. The principle of Act V of 1861, that the investigating officer should not be identical with the sentencing officer, would apparently be preserved intact by this proviso. The Chief Commissioner is aware that the arrangement he proposes might not be suitable to all Provinces, and indeed there would be no need for it wherever the Police work of a district is sufficient to occupy an officer; but he sincerely trusts that the clause which makes it generally illegal may be omitted, or that a special reservation may be made in favor of Assam. Sections 164 and 165 would require to be similarly altered."

I regret to say that no notice was taken of this recommendation by the Legislative Department; and I am now compelled to propose the abolition of these officers, whom the law does not allow me to use, in the only way in which their services can be made useful.

10. There is another point of view from which the question may be looked at. I think it is a mistake that the magisterial staff of the Province should have no personal practical acquaintance with Police work, with the men who form the detective staff, and with the manner in which they set about detection. I accept the principle which caused the new departure taken in 1861,—that the man who takes the thief should not be the man who convicts the thief; but I think that there is a great deal to be learnt as to the habits and customs of thieves and thief-takers by personal experience of the craft, and that our young Magistrates and Judges are the less efficient and have less instinctive knowledge both of what it is possible to get in the way of evidence, and what evidence, when got, is suspicious or tustworthy, through not having had any Police experience of their own. Accordingly, I should wish to pass every Assistant and Extra Assistant through this experience by appointing him for, say, one year's time to be a District Superintendent of Police. This service should be as much a part of the course of a young man's training as a certain period of treasury work is, or (were such a thing possible) as a certain period of settlement work ought to be.

11. As, however, the law does not allow a Police Officer to be at the same time a Magisterial Officer, the taking over of these Police functions would necessitate an addition to the Provincial staff, so that a certain number of the Assistants or Extra Assistants might always be detached for Police duties. But I am satisfied that we do not require a District Superintendent for each district. I should wish to move tentatively in the matter; but I am inclined to think that for the eight valley districts, four Superintendents would be enough—one for Sylhet and Cachar, one for Kamrup and Goalpara, one for Nowgong and Darrang, one for Lakhimpur and Sibsagar. Of these, by far the largest jurisdiction would belong to the Superintendent of Sylhet and Cachar; and I know that the Deputy Commissioner of Sylhet, Mr. Johnson, agrees with me that one Superintendent would be sufficient for both the districts. Supposing, therefore, that the eight District Superintendents in those districts were recalled, I should have to ask for four Extra Assistants in their place.

12. Under the present arrangements, Assam employs thirteen officers of the Bengal Police Department, of whom seven bear the departmental rank of District Superintendent, and six that of Assistant Superintendent: this rank, however, is altogether independent of their functions, since three of the Assistant Superintendents have charge of districts, with the same authority as District Superintendents hold. Of the remaining three, one was till lately stationed at Sadiya, where there will be no need for him if an Assistant Political Officer is appointed to that post; and two are in charge of sub-divisions, and are not engaged in Police work at all, but are to all intents and purposes doing the same work as is done by Assistant or Extra Assistant Commissioners in charge of similar posts. I

propose to put an end to this anomaly by creating two additional posts of Extra Assistant Commissioner, and offering them to the two gentlemen who are now acting as Sub-Divisional Officers in North Cachar and at Wokha.

13. My scheme may therefore be summarised thus : Instead of the thirteen Police Officers lent by Bengal, I would have four Commandants of Frontier Police, four Extra Assistant Commissioners to act as Superintendents of Police, and two to act as Sub-Divisional Officers at Gunjong and Wokha, ten in all. Making the comparison with the actual pay drawn by the Police Officers on 1st April 1882, as shown in the last Civil List, the relative cost would stand approximately thus :

PRESENT.

District and Assistant Superintendents of Police—

	Rs.
Mr. Daly	800
„ Cornish	700
„ Patch	700
„ Cawley	600
„ Crouch	600
„ Fisher	600
„ Savi	500
„ Tonnerre	400
„ Carnac	300
„ Patten	350
„ Soppitt	350
„ Fasscn	250
„ Livesay	250
Total	6,400

PROPOSED.

Four Commandants of Frontier Police—

	Rs.
Mr. Daly (Cachar)	800
„ Fisher (Garo Hills)	600
Two Lieutenants, at Rs. 225 and staff pay Rs. 300	1,050

Six additional Extra Assistants, graded in the ratio laid down by Resolution, Home Department, 15th December 1881 :—

One at Rs. 500	500
Two at „ 400	800
Two at „ 300	600
One at „ 250	250
Total	4,600

14. It would no doubt be difficult for the Bengal Government to withdraw all its officers in the Police Department from Assam at once ; and I should propose to introduce the new scheme (if it is sanctioned) by degrees, filling up no vacancies as they occur, but creating an additional Extra Assistant Commissionership for every two European Police Officers removed.

PART III.—FINANCIAL RESULTS.

It remains now for me to show succinctly what the financial effect of my proposals, taken as a whole, will be. The increase in the cost of men and officers in the Frontier Police, proposed in paragraph 21 of Part I, would be Rs. 47,634. The cost of the additional Civil Police, proposed in paragraph 5 of Part II, is Rs. 42,578, making altogether an increase in salaries of Rs. 90,212, and in officers and men of 688. Then we must estimate for contingencies. Now, I find that for the contingencies noted in the margin (which are those that chiefly concern the men and outposts, not the superior officers or their establishments) the estimated charge in the Budget of 1882-83 is Rs. 68,200. Dividing this over the existing force of 4,012 men and officers, the cost amounts to Rs. 16-8 per head. At this rate, we ought to assume that an increase of 688 officers and men will involve an increase, besides their pay, of Rs. 11,352. Thus, the total increase comes to Rs. 1,01,546. Against this may be put the decrease proposed in paragraph 13 of Part II, Rs. 1,800 per mensem, or Rs. 21,600 per annum, leaving a net increase of, say, Rs. 80,000.

Clothing allowances.
Good-conduct allowances.
Marksmen's allowances.
Allowances for passing in Naga.
Ditto for great-coats.
Purchase of arms and accoutrements.
Petty construction and repairs.
Charges for change of guards.
Rewards.
Construction of patrol-paths.
Conveyance of provisions to outposts.
Charges for recruits.

2. This seems a large increase to ask for ; but it must be remembered that the Frontier Police is now to perform the work hitherto done by a Military Force, the monthly cost of which is, according to a return prepared for me by the Deputy Assistant Adjutant General, Rs. 3,842 per mensem, or Rs. 46,104 per annum. But this calculation refers to pay only, and there is no doubt that the entire cost of the military is much greater. Sir Steuart Bayley, in the memorandum already quoted, calculates the annual cost of a sepoy in Assam at Rs. 337 per annum ; and, if this is correct, the cost of the 263 sepoys alone, not counting the officers, is Rs. 88,631, or more than the entire increase I ask for. Nor is this all : for just as the Police Force at outposts requires an equal reserve of strength to afford it

Assam.

Police.

Section II.

relief, so does the Military Force. The arrangements I propose set free not merely the 306 officers and men of the Native regiments now on duty at the outposts, but an equal number of men held in readiness to relieve them; so that they strengthen the Military Department by an amount far exceeding the extra cost I propose to incur. It is true that this is not a financial saving, for the Government will still have the sepoys to pay; but the two regiments will be increased in efficiency and mobility by an amount which, measured in money, will more than cover the additional cost of the Frontier Police.

3. I propose, therefore, that the Government of India should, if it approve my proposal, sanction this increase to the strength of the Frontier Police, and add to the Provincial allotment the sum of Rs. 80,000 in addition to the sum of Rs. 57,000 which it now pays on account of what is called the Imperial Police in the Naga Hills. The arrangement made when that addition of 327 men was made was very inconvenient, for it necessitates that separate bills should be drawn for the Imperial and the Provincial Police, and that certain men should be borne on one roll and certain men on the other, though they are really all indistinguishable parts of the same force. Even if no addition is now sanctioned, I should recommend that this system of keeping the account should be done away with; and whatever sum the Supreme Government decides to add to the Provincial allotment should be given in the form of an addition to our percentage on the land revenue.

SHILLONG;
The 20th June 1882.

C. A. ELLIOTT,
Chief Commissioner of Assam.

No. 26, dated Fort William, 31st January 1883.

From—A. MACKENZIE, Esq., C.S., Secretary to the Government of India, Home Department,
To—The Chief Commissioner of Assam.

I am directed to acknowledge the receipt of your letter No. 933, dated the 22nd June 1882, forwarding a Note on the subject of the reorganization of the Police Department in Assam. The chief proposals made by you in that Note are—

(1) to relieve the troops of all frontier outpost duty, and to make such duty over to the Frontier Police;

(2) to relieve the Frontier Police of all station duties, and to entrust those duties to the Civil Police, except at stations where in future the reserves of the Frontier Police are to be massed, which reserves can conveniently be utilized for this purpose;

(3) to constitute four divisions of the Frontier Police, and, excepting in the Garo Hills, where the existing arrangement will continue, to place young Military Officers in charge of the other three divisions, Mr. Daly remaining at present in charge of the Cachar-Sylhet Division; and

(4) to dispense with the services of all the District Superintendents and Assistant Superintendents and Assistant Superintendents of Police now employed in Assam, and to make over the Police work to Assistant or Extra Assistant Commissioners.

The net extra cost involved in the proposed reorganization is estimated at Rs. 79,964 per annum, and you request that, if your proposals are approved, a sum of Rs. 80,000 may accordingly be added to the Provincial allotment on this account.

2. In reply, I am to say that the Government of India see no objection to your proposals (1) to (3) from an administrative point of view, but the Governor General in Council regrets that he cannot promise at the present time such a large addition as Rs. 80,000 per annum to the Provincial allotment. His Excellency in Council is advised that, by relieving the troops of all outpost duty, it will be possible to withdraw from Assam the Bengal Native regiment now stationed at Cachar, and it is estimated that an annual saving of approximately Rs. 40,000 would thereby be effected. This sum, if so made available, the Government of India would not object to place at your disposal in order to enable you to carry out to such extent as may be possible the reforms which you recommend.

3. With regard to your proposal to dispense with the services of District and Assistant District Superintendents of Police, and to make over their Police work to Assistant or Extra Assistant Commissioners, I am to say that the Governor General in Council considers that it would be preferable for the present to retain the services of the departmental Police Officers. His Excellency in Council will, however, be prepared to consent to a reduction in their number equivalent to (1) the number of Military Officers to be substituted for Police Officers in the charge of the Frontier Police; and (2) the number of Police Officers (say three) which can safely be reduced at once without rendering it necessary to replace them by other agency. I am to add that if you can arrange with the Government of Bengal for the gradual absorption of the entire staff of existing Police Officers, without placing any unreasonable check on promotion in the Bengal Police, the Government of India will not object to your hereafter substituting the agency of Assistant and Extra Assistant Commissioners for the present separate Police Department. In the meantime, the Superintendents and Assistant Superintendents of Police should undertake the general duties of Assistants to Deputy Commissioners, with the exception of trying cases cognizable by the Police, and should for this purpose be vested by a special Regulation with magisterial powers.

4. The above remarks deal with the more important recommendations made by you; and I am now to request that you will be good enough to submit revised proposals, bearing in mind that the

contribution from Imperial Funds cannot exceed Rs. 40,000. I am also to request that you will prepare and submit, for the approval of the Governor General in Council, a draft Regulation under 33 Vic., Cap. 3, investing Police Officers in Assam with magisterial powers in non-cognizable cases.

Note by Mr. Elliott on the re-organization of the Frontier Police.

The Government of India, in the Home Secretary's letter No. 26, dated the 31st January 1883,—

(1) decided that they could not give me Rs. 80,000 for the purpose of reorganizing the Frontier Police, but could probably give me Rs. 40,000, and directed me to frame new proposals suitable to the expenditure of that sum;

(2) they undertook to relieve the Province of as many Superintendents of Police as are replaced by Military Officers, *plus* three;

(3) they directed me to submit a Regulation for investing Police Officers with magisterial powers to try non-cognizable cases.

This last order has been obeyed in Mr. Macpherson's letter No. 302, dated the 10th March 1883, which submitted the draft Regulation called for.

2. I have now gone carefully over my original plans and estimates, have discussed them with the Inspector General of Police and the District Officers concerned, and have reduced them as much as possible. I originally asked for a force of 13 Subadars, 35 Jemadars, 218 Havildars, and 2,146 Sipahis, over and above the Garo Hills Police, which I do not propose to alter, and do not further allude to in this Note. I think now that the work may be done with 9 Subadars, 34 Jemadars, 190 Havildars, and 2,008 Sipahis. In some respects I should prefer to have a rather larger number. In every case I have cut down the strength a little below what the District or Police Officers would like to have; but, on the whole, I think we can do with this force. In my revision I have followed the advice verbally given me by His Excellency the Commander-in-Chief, who was good enough to examine for me the details of my original plan. He thought it undesirable to have the Gauhati and Sylhet Jails manned by Frontier Police at a great distance from head-quarters, and he thought the outposts in the Darrang and Sibsagar districts would also be too much out of the way of supervision. Accordingly, I now propose to guard Sylhet and Gauhati Jails with armed Civil Police, and to keep up two detachments of Frontier Police at Tezpur and Sibsagar. The former will supply guards and reliefs to the two outposts of Daimara and Balipara, and will keep the peace at the annual Udalguri Fair. I have intimated to the General Officer Commanding the Eastern Frontier District that the detachment of military hitherto stationed at Tezpur may be withdrawn, and I hope after next year, if the scheme works well, to relieve the military also of the duty of attending the Udalguri Fair,—a duty which has hitherto always been followed by much sickness. The Sibsagar detachment will provide guards and reliefs for the four outposts on the Naga frontier, and a reserve to assist them in case of trouble. I do not think so long a frontier as this should be left with no troops nearer than Dibrugarh.

3. Thus we shall have six bodies of Frontier Police. Two small detachments will be stationed at Tezpur and Sibsagar; the Garo Hills corps will be unchanged; and three strong corps, consisting respectively of 712, 614, and 502 sipahis (with their complement of officers), will be posted in Cachar, Lakhimpur, and the Naga Hills. The Lakhimpur corps should have its quarters at Sadiya, only enough men for current duties being stationed at Dibrugarh and at North Lakhimpur. It will be observed that the Cachar force is the strongest, and has the strongest reserve; this is necessary if the project of the Government of India, of withdrawing the regiment from Hindustan and posting a wing of one of the local regiments at Silchar, is to be carried out. The outposts in South Sylhet are kept up, but are attached to the Cachar district, with which they are in fairly close contact. It will be as easy to relieve and support them from Silchar as from Sylhet; and on every ground it is desirable that, forming, as they do, a continuous chain of outposts on the Lushai frontier, they should be under one system and one authority.

4. On the whole, I think the scheme now submitted is better and more suitable than the one I originally proposed. If the Government of India could give me 100 men more, with their complement of officers, I could improve some details which are a little starved, and should be quite satisfied.

5. The cost of the Frontier Police as now proposed will be as follows :—

	PRESENT.			PROPOSED.	
	Number.	Rate (average).	Pay.	Number.	Pay.
		Rs. As.	Rs.		Rs.
Subadars	7	150 0	1,050	9	1,350
Jemadars	27	60 0	1,620	34	2,040
Havildars	187	16 0	2,992	190	3,040
Sipahis	1,970	8 8	16,745	2,008	17,068
Total	2,191	....	22,407	2,241	23,498

Assam.

Police.

Section II.

The increase in numbers is 50 men : in cost Rs. 1,091 a month, or Rs. 13,092 a year, in pay alone. Besides this, there are additional annual expenses on account of Naga Hills allowances for 80 men (Rs. 1,200), and contingent expenditure, at Rs. 16-8 per annum, for 50 additional men (Rs. 825), and also a large initail expenditure for increased barrack and hospital accommodation and medical attendants, arms and accoutrements for the additional men, and so forth.

6. The next point is the strength of the Armed Civil Police, who are to take the place of the Frontier Police in the districts of Sylhet, Goalpara, Kamrup, Darrang, Nowgong, and Sibsagar. These also I have revised after careful scrutiny and consultation, and have given up the proposal that a reserve of one-half the strength should be kept up as a relief : these men will have to do continuous duty, without relief, or with very little relief, as treasury and jail guards or escorts, and in cases of sickness or leave their places must be taken by the ordinary Civil Police. This decision has enabled me to cut down my proposed numbers, so that, although I now provide for the Gauhati and Sylhet Jails and for escort duties, I only require 1 Sub-Inspector, 45 Head Constables, and 301 Constables, instead of the 55 Head Constables and 342 Constables originally asked for in my Note, Part II, paragraph 5. The cost of these will be—

	Average rate. Rs. As.	Total pay. Rs. As.
1 Sub-Inspector	60 0	60 0
45 Head Constables	16 0	720 0
301 Constables	7 12	2,332 12
Monthly total ...		3,112 12
Annual „ ...		37,353 0

Contingent expenditure, at Rs. 16-8 per head per annum, will come to Rs. 4,966.

7. The appendix shows district by district the full details of the establishment I propose to employ, both the Frontier Police and the Armed Civil Police, and a reference may be made to it to clear up any obscurity. I should mention here that the Brigadier-General would like to be relieved of the guard at the Jowai block-house, which has always been held by a detachment from the regiment stationed at Shillong, and thinks that if there is only a wing of a regiment stationed at Shillong, it will be impossible for it to provide this guard in addition to other station duties. I shall be quite ready to relieve the Military, if I can be granted money to pay for an equal guard of Armed Civil Police,—1 Sub-Inspector, 2 Head Constables, and 25 Constables,—whose cost at Khasia Hill rates will be Rs. 4,094. Under present circumstances, however, and unless any reduction in military strength takes place, this is less urgent than the other changes proposed, because Jowai is the only outpost whose guard is supplied by the Shillong regiment, now that I have relieved them of Tezpur (they keep up a small detachment at Gauhati, but that is only to guard their own stores I am told, and is not needed by me for the defence of the Province), whereas the other regiments have several outposts to keep up, and their strength at head-quarters is much reduced in consequence.

8. I come next to the question of the Commandants and Superintendents of Police. With two large bodies of Frontier Police at Kohima and Sadiya, it is absolutely necessary that there should be special officers to look after their drill and discipline, or they will become a mere rabble. I rely on being granted the services of two young Military Officers as Commandants of these corps. The other corps will be under the officers of the present staff. I have now to show what reduction I can propose in the superior staff of the Police Department.

9. In my former note I laid before the Government of India two alternative proposals : one was to diminish the strength of the superior staff and give to each men two districts instead of one, gradually substituting Extra Assistant Commissioners for District Superintendents as vacancies occurred ; the other was to create a reason for the existence of the present staff by giving them some additional work to do. The Government of India to a certain extent accepted both alternatives : I was authorized to draw up a Regulation giving to Police Superintendents magisterial powers in non-cognizable cases, and at the same time the Government of India undertook to reduce the number of District Superintendents by five—two to correspond to the two Military Commandants of Frontier Police, and three others. I wish to point out that my two proposals were alternative and not cumulative. If districts are to be doubled up, and one Superintendent is to look after two, he will not have time for magisterial work. My strong preference would be for keeping in each district a Police Officer, who should also have magisterial powers in non-Police cases. True, I would substitute by slow degrees Assistant or Extra Assistant Commissioners for the existing staff of the Police Department, but that is a detail which does not affect the number or (necessarily) the cost of the superior staff. If, however, a financial saving has to be shown, some considerable reduction in numbers is necessary, and I would carry it out in the following manner.

10. There are now thirteen officers in the Assam Police, employed in ten districts : three are in the Naga Hills, two in Cachar, and one in each of the remaining eight districts. I would make two of them Commandants of Frontier Police, four would take the Civil Police work of the eight plains districts, two would remain, as now, in semi-civil charge in the Naga Hills and North Cachar Hills, and five would return to Bengal. This would be in exact accordance with the views of the Government of India, two of the five being replaced by military men.

11. The amount of saving thus effected will depend very much on who are the five men transferred to Bengal. Mr. Murray, Inspector General of Police, has been in demi-official correspondence on this subject with Mr. Lyall, the Inspector General of Bengal. The latter wrote that our normal numbers being seven District Superintendents and six Assistant Superintendents, the Lieutenant-Governor would take back the Assistants, provided I would agree to keep the District Superintendents ;

these, he wrote, could not be taken back without causing the reversion of men now occupying these posts, and thus producing an immense amount of disappointment and heartburning in the Department. I recognize the difficulty of reductions of this kind, and I instructed Mr. Murray to say that as we have actually now six District Superintendents and seven Assistants in the Province, I would be satisfied if they would remove five Assistants, leaving Assam with six District and two Assistant Superintendents. To this proposal no answer has yet been received. It should be understood, however, that I accepted this proposal simply with the object of not embarrassing the Bengal Government. As far as departmental efficiency is concerned, I am as content to keep District Superintendents as Assistant Superintendents; but if the Government of India insist on a larger saving being made, then District Superintendents must be returned to Bengal, and not Assistant Superintendents.

12. Supposing that the reduction takes place in the manner proposed, the future distribution of the staff would be as follows :—

District.	PRESENT.		PROPOSED.					
			Commandant, Frontier Police.		Superintendent, Civil Police.		Returned to Bengal.	
	Name.	Pay.	Name.	Pay.	Name.	Pay.	Name.	Pay.
		Rs.		Rs.		Rs.		Rs.
Lakhimpur ...	Mr. Cawley ...	700	Military Officer ...	*525	Crouch ...	600		
Sibsagar ...	" Crouch ...	600						
Nowgong ...	" Tonnerre	400	...	...	Cawley ...	700	Tonnerre	400
Darrang ...	" Savi ...	500	...	...			Savi ...	500
Kamrup ...	" Maxwell...	600	...	...	Maxwell ...	600		
Goalpara ...	" Bolst ...	600	...	...				
Sylhet ...	" Carnac ...	400	...	...	Bolst ...	600	Carnac ...	400
Cachar ...	" Daly ...	800	Daly ...	800				
North Cachar Hills ...	" Soppitt ...	400	...	...	Soppitt ...	400†		
Garo Hills ...	" Fisher ...	600	Fisher ...	600	...	...		
Naga Hills ...	" Patten ...	400	Military Officer ...	625†	...	...	Patten ...	400
	" Livesay ...	350	...	...	...	...	Livesay...	350
Naga Hills, Wokha ...	" Fasson ...	500	...	...	Fasson ...	500†	...	
Total ...		6,850		2,550		3,500		2,050

---

* See rate proposed in former Note, paragraph 16, Part I.
† Employed in a semi-civil capacity.
‡ Rate as in (*), plus Rs. 100 for Naga Hill allowance.

Thus the total cost of the superior staff, Civil and Frontier, would be Rs. 6,050, and the saving effected Rs. 800 a month, or Rs. 9,600 a year. This is a small sum, and it is questionable whether it is worth saving at the cost of the risky experiment of doubling up eight districts under four officers. I certainly would rather keep eight officers for those eight districts, and give them judicial work to occupy their spare time; but that would turn the saving into a loss, for I should then have two additional Military Officers to employ against only one Police Officer (instead of five) returned to Bengal.

13. I feel, then, that I must leave this question in the hands of the Government of India. I consider the relief of the local regiments from outpost duty to be the paramount object which has to be gained, even at some loss and cost. If the Government of India can only give me Rs. 40,000 to make this reform with, I can carry it out, though not in the most complete way, and at the risk of making an experiment in doubling up eight districts under four officers, which I am doubtful about. If they can afford me a little more money, I can do it in a more satisfactory way, and can retain four out of the five officers whom I now propose to transfer to Bengal.

14. The financial position may be summed up thus :

	Rs.
Cost of additional Frontier Police—	
Pay	13,092
Naga Hills allowance	1,200
Contingencies	825
Cost of additional Armed Civil Police—	
Pay	37,353
Contingencies	4,966
Total increase ...	57,436
Saving by transfer of five officers ...	9,600
Total	47,836

This estimate exceeds the promised grant by Rs. 7,836. But as experience has shown that it is almost impossible to keep the Police up to its full nominal strength, and that there are always savings in pay on account of vacancies, I think I may undertake the cost of the reorganization for a grant of Rs. 40,000, and meet the excess, if there is any, from Provincial Revenues. If, however, the Government of India think it important that the Jowai outpost should be taken charge of by Civil Police and the Military relieved of this duty, I must ask for an additional grant of Rs. 4,000.

Assam.

Police.

Section II.

15. I hope it will be perceived that I am not desirous of driving a hard bargain with the Government of India, or of escaping from any charge to which under the theory of Provincial decentralisation this Province is properly liable. It is, I believe, admitted that the reform I am advocating is altogether beyond the scope of Provincial liability: its object is not to improve the efficiency of any Provincial department, but of the military defence of the frontier, by relieving the army of onerous and dangerous duties which have been a serious drawback to the discipline and health of the regiments stationed in Assam. At the same time, as I have already pointed out, this change will throw upon me a considerable expenditure in the construction and repairs of barracks, in medical attendance, in keeping up a transport corps, and in other matters in which the entertaining of an increased force necessarily entails additional cost over and above the pay of the men.

16. Orders were issued in December to concentrate all the Frontier Police from Goalpara, Kamrup, and Nowgong on Sadiya, and to supplement them by Armed Civil Police; and these orders have been gradually carried into effect, so that almost the full strength indicated in paragraph 6 is now actually employed, and the military have been relieved of the outposts of Nizamghat, Poba, and Tezpur. I would not ask for any grant on this account for the months of January to March, but the Government of India will probably think it fair to make the grant of Rs. 40,000 payable from the 1st April 1883, so as to recoup the Province for expenditure incurred in 1882-83. I would also repeat the request made in paragraph 3, Part III, of my former Note, that in any new financial arrangements made on account of Police reorganization, the so-called Imperial Frontier Police may be amalgamated with the Provincial force, and a grant made for their pay (which appears to be Rs. 55,000, not, as before stated, Rs. 57,000), thus obviating the necessity of keeping up a separate set of accounts and submitting separate bills.

17. In conclusion, I think it right to acknowledge the great assistance I have received from Mr. Murray, Inspector General of Police, Assam, in revising this scheme. I may add that a proof of this Note has been shown to the General Officer Commanding the Eastern Frontier District, and I understand the scheme has his approval.

SHILLONG;
The 18th May 1883.

C. A. ELLIOTT,
Chief Commissioner of Assam.

Assam.
Police.
Section II.

Appendix to Note by the Chief Commissioner of Assam, dated the 18th May 1883.

STATEMENT I.

Proposed strength of Frontier Police.

(a) CACHAR.

Outpost or station.	Dry-weather strength.				Rains strength.			
	Subadars.	Jemadars.	Havildars.	Sepoys.	Subadars.	Jemadars.	Havildars.	Sepoys.
Adampur	...	...	2	20	...	...	2	10
Fatah-Kuli	...	1	2	20	...	...	2	10
Langai	...	...	2	20	...	...	2	10
Oliviacherra	...	...	2	20	...	...	2	10
Chatachura	1	...	2	20	...	...	2	16
Jhalnacherra	...	1	3	30	...	...	2	10
Noarband	...	1	2	20	...	...	2	10
Monierkhal	...	...	2	20	...	...	2	10
Mainadhar	...	...	2	20	...	...	2	12
Jatinga Valley	...	...	1	4	...	...	...	...
Gunjong	1	1	4	40	...	...	2	12
Guilong	...	1	2	24	...	...	2	12
Hangrum	...	1	2	24	...	...	2	12
Marticherra	...	...	2	12	...	...	...	...
Baladhan	...	1	2	20	...	...	2	12
Jirighat	...	...	2	12	...	...	1	8
Total of outposts ...	2	7	34	326	...	...	27	154
Silchar Jail	...	...	2	12	...	...	2	12
Treasury	...	...	1	6	...	...	1	6
Hailakandi Treasury and Lock-up ...	...	...	2	8	...	...	2	8
Reserve at head-quarters	1	6	28	300	3	14	41	532
Casualties and recruits	...	1	6	60	...	...	...	...
GRAND TOTAL ...	3	14	73	712	3	14	73	712

(b) DARRANG.

Outpost or station.	Jemadar.	Havildars.	Sepoys.
Daimara	......	2	12
Balipara	......	1	12
Reserve	1	3	36
Total	1	6	60

(c) SIBSAGAR.

Outpost or station.	Jemadars.	Havildars.	Sepoys.
Abhaipur	......	1	12
Behubar	1	2	20
Galeki	......	1	12
Debrupar	......	1	12
Reserve	1	5	64
Total	2	10	120

(*d*) LAKHIMPUR.

Outpost or station.	Dry-weather strength.				Rains strength.			
	Subadars.	Jemadars.	Havildars.	Sepoys.	Subadars.	Jemadars.	Havildars.	Sepoys.
Borpathar	...	...	1	12	...	...	...	...
Lalukdoloni	...	...	1	8	...	...	...	...
Behbilichak	...	...	1	8	...	...	...	...
Lakhimpur (including a small reserve) ...	...	1	3	18	...	1	2	8
Dijmur	...	1	2	20	...	...	...	...
Poba	...	1	3	40	...	1	3	40
Sesseri	...	...	2	20	...	...	...	...
Dibong	...	...	2	20	...	...	...	...
Bomjur	1	1	8	100	...	...	...	...
Dikrang	...	...	1	16	...	...	1	16
Disoi	...	...	1	12	...	...	...	...
Diphu	...	1	2	20	...	...	...	...
Chunpura	...	...	2	20	...	...	...	...
Makum	...	...	1	12	...	...	1	6
Jaipur	...	...	1	8	...	...	1	8
Total at outposts ...	1	5	31	334	...	2	8	78
Jail	...	...	2	12	...	...	...	...
Treasury	...	...	1	6	...	...	...	...
Reserve at Dibrugarh and Sadiya ...	1	3	19	212	2	6	50	536
Casualties and recruits	...	...	5	50	...	...	...	...
Total ..	2	8	58	614	2	8	58	614

(*e*) NAGA HILLS.

Borpathar	...	...	1	12	...	...	1	4
Dimapur	...	1	2	20	...	1	2	20
Nichuguard	...	...	2	20	...	...	1	10
Piphima	...	1	2	20	...	...	1	10
Wokha	1	1	5	80	1	1	4	50
Lozema	1	1	4	50	...	1	4	50
Henima	...	1	3	40	...	1	3	40
Head-quarters' reserve	2	4	20	220	3	5	27	318
Casualties and recruits	...	...	4	40	...	...	...	...
Total ...	4	9	43	502	4	9	43	502

STATEMENT II.

Proposed force of Armed Civil Police to take the place of Frontier Police.

(1) SYLHET.

	Inspector.	Sub-Inspector.	Head Constables.	Constables.
Sylhet Jail	...	...	2	24
„ Treasury	...	...	1	9
Magazine	...	...	...	4
Orderlies	...	...	...	3
Escort duty	...	...	2	15
Four sub-divisions	...	...	8	...
Reserve at Sylhet	...	1	1	8
Total	...	1	14	63

(2) GOALPARA.

	Inspector.	Sub-Inspector.	Head Constables.	Constables.
Dhubri Treasury	...	...	1	6
„ Magazine	...	...	...	4
Escort duty	...	...	1	10
Orderlies	...	...	...	3
Goalpara Treasury and Lock-up	...	...	2	8
Reserve	...	...	1	8
Total	...	...	5	39

(3) KAMRUP.

Gauhati Jail	...	...	2	24
„ Treasury	...	...	1	6
„ Magazine	...	...	...	4
Escort duty	...	...	1	10
Orderlies	...	...	...	3
Barpeta Lock-up and Treasury	...	...	2	8
Reserve	...	...	1	8
Total	...	...	7	63

(4) DARRANG.

Tezpur Jail	...	...	2	15
„ Treasury	...	...	1	6
Escort duty	...	...	1	10
Orderlies	...	...	...	3
Mangaldai Lock-up and Treasury	...	...	2	8
Reserve	...	...	...	...
Total	...	...	6	42

Note.—No reserve is provided, because the Frontier Police reserve is expected to take any casual duty that may be required.

(5) NOWGÔNG.

Treasury	...	...	1	6
Jail	...	...	1	8
Magazine	...	...	...	4
Escort duty	...	...	1	10
Orderlies	...	...	...	3
Reserve	...	...	1	8
Total	...	...	4	39

(6) SIBSAGAR.

Sibsagar Jail	...	...	2	8
„ Treasury	...	...	1	6
Escorts	...	...	1	10
Orderlies	...	...	...	3
Jorhat Lock-up and Treasury	...	...	2	8
Golaghat ditto ditto	...	...	2	8
Derhgaon Thana	...	...	1	12
Reserve *Nil*	...	...	...	...
Total	...	...	9	55

Note.—No reserve is provided, because the Frontier Police reserve is expected to take any casual duty that may be required.

SUMMARY.

Frontier Police.

District.	Proposed strength.				Present strength.			
	Subadars.	Jemadars.	Havildars.	Sepoys.	Subadars.	Jemadars.	Havildars.	Sepoys.
(a) Cachar	3	14	73	712	...	...	...	...
(b) Darrang	...	1	6	60	...	...	...	...
(c) Sibsagar	...	2	10	120	...	...	...	...
(d) Lakhimpur	2	8	58	614	...	...	...	...
(e) Naga Hills	4	9	43	502	...	...	...	...
Total ...	9	34	190	2,008	7	27	187	1,970

Additional Civil Police.

District.	Proposed strength.		
	Sub-Inspector.	Head Constables.	Constables.
(1) Sylhet	1	14	63
(2) Goalpara	......	5	39
(3) Kamrup	......	7	63
(4) Darrang	......	6	42
(5) Nowgong	......	4	39
(6) Sibsagar	......	9	55
Total	1.	45	301

No. 236, dated Simla, 15th August 1883.

From—A. MACKENZIE, Esq., C.S., Secretary to the Government of India, Home Department,
To—The Chief Commissioner of Assam.

I am directed to acknowledge the receipt of your letter No. 766, dated the 30th May last, submitting a revised scheme for the reorganization of the Frontier Police Force of Assam and the provision of Armed Civil Police to take the place of the Frontier Police hitherto employed on jail guards and escort duty. According to this scheme, the cost of the additional police is shown to be:—

	Per annum. Rs.
Frontier Police...	15,117
Armed Civil Police	42,319
Total increase ...	57,436
Against this increase you show a saving of Rs. 9,600 per annum to be effected by the transfer of five Police Officers to Bengal	9,600
Net increase ...	47,836

This estimate exceeds the grant of Rs. 40,000 promised in Home Department letter No. 26, dated the 31st January last, by Rs. 7,836, and you say that you are prepared to meet the excess from Provincial Revenues, but that if the Government of India could increase the additional grant allowed you, you would be able to make more complete and better arrangements.

2. In reply, I am to say that the Governor General in Council approves generally of the scheme of reorganization submitted by you. With regard, however, to the saving of Rs. 9,600 to be effected by the transfer of five Police Officers to Bengal, I am to point out that you have misunderstood the proposal made in my letter of the 31st January last. It was there stated that the Governor General in Council, while not considering it desirable to dispense with the services of the departmental Police Officers as proposed by you, would consent to a reduction in their number equivalent to (1) the number of Military Officers to be substituted for Police Officers in charge of the Frontier Police; and (2) the number of Police Officers (say three) which could safely be reduced without rendering it necessary to replace them by other agency. The Government of India intended that a gazetted Police Officer of some kind should be retained in every district, but were willing that some of the less important districts should be placed in charge of Assistant Superintendents. The Government of India did not intend to suggest that districts should be doubled up, and placed in charge of one Superintendent. They agree with you in regarding any such plan as open to grave objection. Each of the eight plain districts in Assam should have a separate Civil Police Officer. If to these be added two officers for the Frontier Police charges, and two other officers for the semi-civil charges in the Naga and North Cachar Hills (should you consider it necessary to retain these), the total number of officers

required will be twelve. As the existing establishment of Civil Police Officers in Assam is 13, it will thus be possible to reduce the present staff by one only. The Government of Bengal are, it is understood, ready to take back three officers; but, unless you can see your way to dispensing with the services of the two officers now in hill charges, that Government need only be asked to take back one District Superintendent or Assistant Superintendent, as you may determine. When this reduction is effected, the cost of the whole staff of both Military and Civil Superintendents will not differ materially from that of the present full Police staff. In the result the total extra cost of Frontier and Civil Police together will amount apparently to between Rs. 50,000 and Rs. 60,000.

3. The grant of Rs. 40,000 promised by the Government of India was so fixed on the ground that a saving of approximately that amount would probably be effected by the withdrawal from Assam of the Bengal Native regiment now stationed at Cachar. The Governor General in Council is now advised that, in the event of the Bengal regiment leaving Cachar, it will be possible to relieve the Madras Native Infantry regiment now at Dorunda, and send it back to that Presidency, thereby effecting a further saving. Under these circumstances, His Excellency in Council is pleased to increase the contribution from Imperial Funds from Rs. 40,000 to Rs. 50,000 to enable you to carry out the reforms now recommended in a satisfactory manner, leaving any further additional charge to be met from Provincial Revenues. This grant of Rs. 50,000 will have effect from the 1st April 1883.

4. I am to inform you that the Government of India have no objection to your proposal to amalgamate the Imperial Frontier Police in the Naga Hills with the Provincial force. The necessary orders will be issued in the Deprtment of Finance and Commerce for the addition of Rs. 55,000 to Provincial Revenues to cover the cost.

5. I am to add that the guard at the Jowai blockhouse may, as heretofore, be supplied from the troops stationed at Shillong. It does not appear to be really necessary to relieve them of this duty by the substitution of Civil Police.

PROCEEDINGS
OF
THE SUB-COMMITTEE,
PUBLIC SERVICE COMMISSION.

BERAR.
Police.

Section I.—Note by the Sub-Committee.

Berar.

Police.

Section I.

The Hyderabad Assigned Districts were not visited by the Sub-Committee. The information given below is taken from documents forwarded by the Resident at Hyderabad. The force in these districts consists of 2,729 men.

The superior officers are one Inspector-General, an officer of the Army, on R1,200 rising to R1,500, who is also Inspector-General of Jails, Registration, and Stamps; six* District Superintendents, and two† Assistant Superintendents. Eight of these superior officers are non-domiciled Europeans and one is a Eurasian.

* 1 on R 1,000. 1 on „ 800.	2 on R700. 2 on „ 600.
† 1 on R400.	1 on R300.

Assistant Superintendents are appointed by the Government of India without their qualifications having been previously tested by examinations. After appointment an Assistant Superintendent cannot be promoted to a District Superintendentship until he has passed the prescribed departmental examinations in law, languages, and drill.

Of 19 Inspectors, 6 are Eurasians, 10 are Hindus, and 3 are Mahomedans. Promotions and appointments to the grade of Inspector are made by the Inspector-General. The great majority rise by good service from the lower ranks. The number of first appointments is small. The principle is not to put in an outsider so long as any officer in the Force has by good service established a claim for promotion. When there is no such officer available, an outsider is selected on considerations of the local status of the man's family, his educational qualifications, and physical fitness for the active life of a Policeman. The Inspector-General's experience is that men thus appointed do not make as efficient Policemen as those who have risen from the lower ranks, and he endeavours to make candidates of good family enter in the lower ranks (generally as Head Constables) and work their way upwards.

As to the classes of the community who seek employment in the Police, and the comparative capacity of each for rendering efficient service therein, the Inspector General writes: "For the higher ranks, candidates of all classes are numerous; the most numerous are the young Brahmans who have just completed a school course. Next come the younger members of respectable families seeking an entry into Government service, and almost equally numerous with these are the sons of Eurasians and domiciled European servants of Government. Some of the best detectives in the Berar Police belonged to the last class; and I may here mention that the only Eurasian gazetted Police officer in Berar—the son of a Parsi father and English mother, but brought up in England—is, I believe, first in detective ability amongst the Berar Police officers." These remarks must be held to apply to Eurasians, as there are, according to the return furnished, no domiciled Europeans in the Force.

On the subject of employment of Europeans in the superior grades, and of the best mode of appointing officers of the lower grades, the Resident of Hyderabad, who is head of the Berar Administration, writes as follows:

"Speaking generally, and not specially of this Province, the proportion of European agency and superintendence over the early stages of an investigation into a crime is undoubtedly too small to give satisfaction to the people. Any amount of money is available for the hushing up (if possible) of any serious offence committed by a man of influence, and even the best of our Native subordinates occasionally succumb to this temptation, at any rate to the extent of seeking to throw justice upon a false track. On the other hand, it is impossible, with due regard to financial considerations, to increase the European element in the Force.

"The present system, therefore, which permits the rapid movement of an Englishman to the scene of any special crime in any district, affords probably as large an amount of protection as the British Government can afford to give to the people against the misconduct of its own Police; and it is also certain that the check thus exercised renders the cases of such misconduct rarer than they would otherwise be.

"It is absolutely necessary that officers, whose main and most important duty is thus defined, should belong to that class of Englishman which has a natural and instinctive horror of bribery, a perfect indifference to the prejudice of caste, and a love of justice for its own sake.

"Bearing the need of these qualifications in mind, I consider it would be soon fatal to the general hold of our rule upon the feelings of the multitude to introduce either Mahomedans or Hindus into the upper ranks of Police superintendence.

"With respect to the lower grades of offices, I am of opinion that they are best filled by selection from within the force itself. I have often tried the experiment of placing retired Native officers from the army, and other younger men with strong recommendations as regards birth and education, in charge of *thanas*, and have seldom, if ever, found it a success. The former class look on such appointments as a species of *jagir* and are lazy; the latter are only desirous of using them as stepping-stones, and of quitting them as soon as they can. Nor are they so efficient as men who have earned their promotion by good work in the corps. Men, however, who show promise of being better than ordinary recruits, may be and ought to be enlisted in the non-commissioned order of the rank and file (Chief and Head Constables).

"I am, therefore, totally against any system of competition for these grades. The qualifications needed for a Policeman set in authority can only be tested and discovered by the character of his actual service."

Hyderabad.
Assigned Districts.

Police.

Section II.

Section II.—Information supplied by the Administration.

No. 756, dated Hyderabad Residency, 5th April 1887.

From—LIEUTENANT-COLONEL C. T. LANE, Inspector General of Police, Hyderabad Assigned Districts,

To—The Commissioner, Hyderabad Assigned Districts.

I have the honor to acknowledge receipt of your endorsement No. 26, dated 3rd April, giving cover to Secretary's No. 735R., dated 28th March, to your address, requesting that certain particulars regarding the Police Department of the Hyderabad Assigned Districts required by the Public Service Commission may be communicated. I accordingly submit a report on the several heads of the Public Service Commission Secretary's No. 174, dated 17th March, to the address of the Secretary for Berar.

2. (1) *The present regulations of the Department as to admission to the various grades and ranks of which it is composed and to promotion therein, or, if no such regulations exist, a statement of the principles by which the departmental or other authority invested with the duty is guided in making first appointments to, or promotions in, the Department.*—As regards the gazetted grades, I need not say much. In them are included only the Inspector General of Police, District Superintendents, and Assistant Superintendents of Police. These officers are appointed by Government without their qualifications having been previously tested by examinations. After appointment an Assistant Superintendent cannot be promoted to District Superintendent of Police until he has passed the prescribed departmental examinations in law, languages, and drill.

3. The appointment and promotion of the ungazetted officers of Police is regulated by Police Circular V of 1883, a copy of which is attached. Briefly stated, the rules are that appointments and promotions of Head Constables and Constables are left absolutely in the hands of District Superintendents of Police, subject to right of appeal by an officer who considers himself unjustly superseded. Promotions and appointments of Chief Constables are made by the Inspector General of Police on the recommendation of District Superintendents of Police. Inspectors are appointed and promoted by the Inspector General.

The great majority of Police Officers of the higher ranks rise by good service from the lower. The number of first appointments to the higher ranks is small.

The Departmental Officers are guided by the following principles in making first appointments to, or promotions in, the Department :

First appointments.—In making first appointments to the lowest ranks, a District Superintendent is guided first by a physical standard laid down, and secondly by the candidate's religion and country. The entertainment of Natives of Upper India, unless they have become domiciled in the Deccan, is prohibited. There are also rules tending to prevent the proportion of Mahomedans in the Force exceeding too greatly the proportion that that class bears to the general population. The principle which guides the Inspector General, in making or sanctioning appointments to Chief Constableships or Inspectorships from outside, is that, so long as any officer in the Force has by good service established a claim for promotion, an outsider is never put in. If no one in the Force has established a claim for promotion (and such instances are infrequent), then an outsider is selected, the selection being guided by considerations of the local status of the man's family, his educational qualifications and physical fitness for the active life of a Policeman. My experience has been that men thus appointed do not make as efficient Policemen as those who have risen from the lower ranks, and I now endeavour to make candidates of good family enter in the lower ranks (generally as Head Constables) and work their way upwards.

Promotions.—To qualify for promotion to a higher rank, an examination, increasing in severity with the rank to which promotion is sought, is necessary. Standard IV is an easy oral examination in simple matters of law and departmental practice, which a recruit must pass before he can be promoted to the 1st grade of Constable. Standard III is a stricter oral examination to qualify for promotion to Head Constable. Up to this rank it is found impossible to insist on ability to read and write, but for promotion to Chief Constable a written examination is required, *viz.*, Standard II. These three examinations are held by District Superintendents of Police. To secure a uniformity of standard in the examinations for the higher ranks, an examination is held annually under Standard I under the presidency of the Inspector General of Police. No Chief Constable can rise above the 4th grade on Rs. 40 until he passes this examination, and failure to pass it after two attempts entails relegation to the lower rank of Head Constable.

4. (2) *The conditions of service in the Department in regard to pay, pension, and furlough.*—The conditions of service in these respects are those embodied in the Pay and Acting Allowance Code, the Civil Pension Code, and Leave Code.

5. (3) *The technical requirements of the Department and the professional attainments essential for efficient service in its various branches.*—A fair knowledge of criminal law, shrewdness and power of observation, with a good physical constitution and active habits, are the essentials.

6. (4) *The classes of the community who seek to be employed in the Department, and the comparative capacity of each for rendering efficient service therein.*—For the higher ranks candidates of all classes are numerous; the most numerous are young Brahmans who have just completed a school course. Next come the younger members of respectable families seeking an entry into Government ser-

Hyderabad Assigned Districts.

Police.

Section II.

vice, and almost equally numerous with these are the sons of Eurasians and domiciled European servants of Government. Some of the best detectives in the Berar Police have belonged to the last slass; and I may here mention that the only "Eurasian" gazetted Police Officer in Berar—the son of a Parsi father and English mother, but brought up in England—is, I believe, first in detective ability among the Berar Police Officers.

7. (5) *The organization and constitution of the Department.*—I beg to attach a statement giving the information wanted under this head. As the statement is wanted at once, I have had to show Chief Constables and Head Constables together. To refer to each district for details would take a long time, and it is believed that it is not with regard to these ranks that information is specially wanted.

Circular No. V, dated Amraoti, 19th November 1883.

From—MAJOR C. T. LANE, Inspector General of Police, Hyderabad Assigned Districts,

To—All District Superintendents of Police, Hyderabad Assigned Districts.

The following rules are issued regarding promotion and appointment of Police Officers.

2. Appointments to the ranks of Constables and Head Constables may be made by District Superintendents of Police, without reference to the Inspector General of Police; so also may promotions in the several grades of those ranks, and from the rank of Constable to that of Head Constable.

3. The Inspector General of Police reserves to himself the right of making in special cases appointments to those ranks.

4. Any Police Officer of those ranks who may be superseded by a junior may appeal against his supersession to the Inspector General of Police through the District Superintendent. In such cases the District Superintendent will forward the service rolls of the officer promoted and of the officer superseded, and will state the reasons which led him to promote the junior.

5. When a vacancy in any grade in the rank of Chief Constable exists, the District Superintendent will submit to the Inspector General of Police the name of the officer whom he wishes to be promoted to the vacancy. He will, in doing so, report the names of any officers who will be superseded if his recommendation is approved, and he will in all cases send to the Inspector General of Police the service roll of the officer whose promotion is recommended, and those of any officers who would be superseded by such promotion.

6. No appointments to, or promotions in, the rank of Chief Constable may be made, except with the Inspector General's sanction.

7. Promotions and appointments Inspectorships will be made by the Inspector General.

8. Without the special sanction of the Inspector General, no Police Officer may be promoted if he has not passed the examination prescribed in Circular III of 1882 as qualifying for promotion; and in making recommendations under paragraph 5 of this Circular, a District Superintendent will state whether the officer to be promoted, as well as any who are superseded, have passed the required examination.

Hyderabad Assigned Districts

Police.

Section II.

Existing Organization and Constitution of the Police Department.

1	2	3		NUMBER OF APPOINTMENTS IN EACH CLASS OR GRADE NOW HELD BY							5
				1	2	3	4				
							NATIVES OF INDIA.				
Department.	Total number of gazetted appointments, or appointments not being purely clerical, of salaries of Rs. 100 and upwards.	Distribution of the gazetted appointments and the other appointments mentioned in column 2 amongst classes and grades, with rate of pay attached to each.	Rs.	Europeans not domiciled in India.	Europeans domiciled in India.	Eurasians.	(*a*) Hindus.	(*b*) Mahomedans.	(*c*) Others.	(*d*) Total.	Remarks.
Police ...	9	1* Inspector General of Police, Madras	1,500	1							* Is also Inspector General of Jails, Registration, and Stamps. For the last he receives a personal allowance of Rs. 100.
		1 District Superintendent, 1st grade ...	1,000	1							
		1 Ditto 2nd „ ...	800	1							
		2 Ditto 3rd „ ...	700	2							
		2 Ditto 4th „ ...	600	2							
		1 Asstt. Supdt. of Police, 1st grade ...	400	1							
		1 Ditto 2nd „ ...	300	...	...	1					
	19	4 Inspectors of Police, 1st grade ...	200	...	...	2	2	...	...	2	
		3 Ditto 2nd „ ...	150	...	...	1	2	...	...	2	
		6 Ditto 3rd „ ...	125	...	...	...	5	1	...	6	
		5 Ditto 4th „ ...	100	...	...	2	1	2	...	3	
		Railway Police.									
		1 Inspector, 2nd grade	150	...	...	1	...	...	...	...	Also draws Rs. 55 house and travelling allowance.
		Total	...	8	...	7	10	3	...	13	

AMRAOTI;
The 23rd August 1887.

C. T. LANE, *Lieut.-Colonel,*
Inspector General of Police, Hyderabad Assigned Districts.

Govt. Central Press, Simla,—No. 2 P. S. C.—3-12-87.—560.

00110393

Digitized with financial assistance from

Shri Brihad Bhartiya Samaj

on 31 October, 2019